



SKYword fall
2000

the official publication of the association of professional flight attendants

volume three | issue eight

reports

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Beginning with this issue of *Skyword*, we will no longer be labeling the magazine with a "month". Each issue will be delineated only with the Volume and Issue number. *Skyword* is printed ten times a year. The Volume number represents the current year (2000 is Volume III, 2001 will begin Volume IV) and the Issue represents the magazine number within that year. The reason we've decided to delete the month altogether is due to the fact that news may not appear to be timely if it isn't received "within that month". *Skyword* is more of a synopsis of what HAS happened within our Union during a particular period of time, unlike other publications you see in the store with a future month stamped on the front and upcoming events or holidays, etc... *Skyword* is a summary of events for you. It is to inform you, in detail, on APFA events as they occurred. To receive updated information about APFA, please call the Hotline at 800.395.2732 or check our web site at www.apfa.org for the latest breaking news from Headquarters.

– Editor

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SKYWORD Editorial Policy

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The APFA reserves the right to edit any submissions that are received for the purpose of publication in *Skyword*. Submissions will not be considered if they are too long, libelous, defamatory, not factual, in bad taste or are contractually incorrect.

Letters to the Editor may not be considered if the length of the submission exceeds 100 words. All letters must include your name, signature, address, base, employee number and telephone number. Use the Communicate Card in the tear-out section or submit your letter to APFA Communications Department.

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President's Report



John Ward
APFA President

It is hard for me to believe that it has been six months since I took office as APFA President. To say that it has been the most challenging, difficult and gratifying six months of my life would be an understatement.

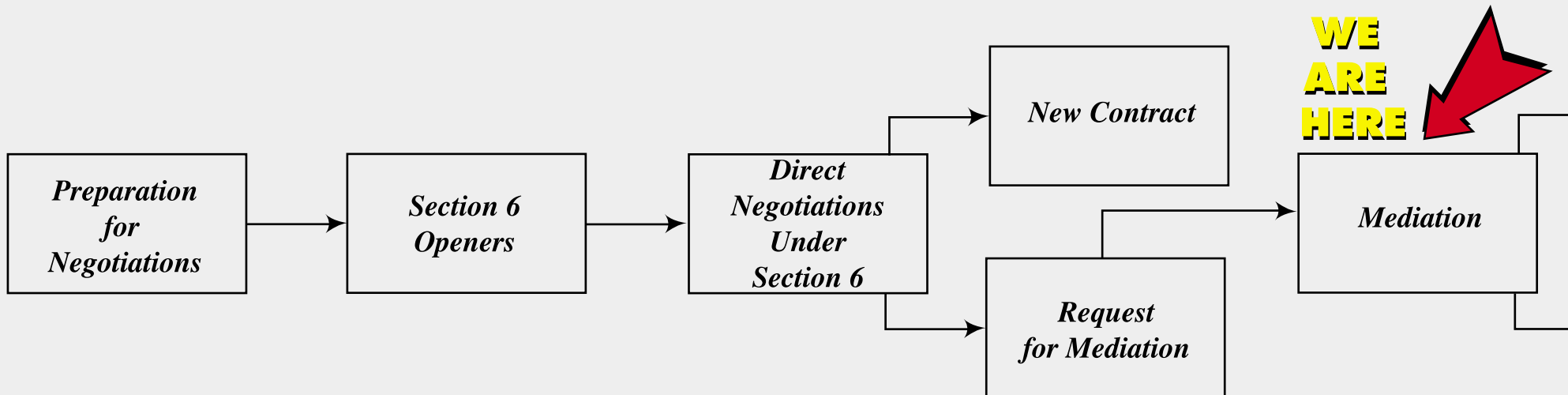
My foremost challenge has been to get negotiations back on track so that we can secure a contract that fairly reflects your enormous contribution to one of the world's largest and most profitable airlines. That end cannot be achieved, how-

ever, without the support and involvement of the entire membership - and that means you. I could be the strongest Union leader. We could have the most brilliant APFA negotiators, the best hired professionals money can buy, the most well thought out and fair proposals and still be sitting at the bargaining table without a single ace in our pocket if the Company thought we did not have your support. That power was too little tapped during the last round of bargaining, and I believe that is one of the rea-

sons the proposed contract did not meet the needs and expectations of the vast majority of us. Therefore, I have aggressively sought to increase membership communication.

From February to July, APFA held meetings across the system. Besides providing an update on the status of negotiations, these meetings were a great opportunity for me to get out in the field and hear firsthand what your concerns were as we headed back into negotiations.

The InfoRep program has been entirely revamped. The InfoRep program provides a vital link between the APFA leadership and the membership. Unfortunately, it had been grossly overlooked and underutilized. Simply put, our InfoReps had no info. Soon into my presidency, I enlisted the help of Patrick Hancock (IDF), George Price (IDF), Dana Davis (SFO), and Trice Johnson (MIA). Their hard work, dedication, and talent have made a tremendous difference. Today, we are approaching




2,000 InfoReps - a three-fold increase from this time last year. Information and mailings to InfoReps have likewise increased dramatically. There is now an updated InfoRep Hotline every week, written by InfoReps for InfoReps. Our goal is to have one InfoRep for every ten Flight Attendants and we are nearly there. If you have been contemplating becoming an InfoRep, contact your Base Chairperson today and volunteer.

You have no doubt noticed that **Skyword** has changed, both in the way it looks and in its content. **Skyword**, under the guidance of our National Communications Coordinator, Leslie Mayo, is now more focused on the issues that affect you as a Flight Attendant and Union Member.

Our web page has been completely overhauled and now includes an interactive message board. With the Dell computers soon to be arriving, many more Flight Attendants

will, as a result, have access to the Internet (and our web site). Thanks go to Michael Garza (DFW) and Bill White (IMA) for assisting Leslie with the new web site. Be sure to see for yourself what it is I am referring to at www.apfa.org.

The information is now out there, available to all Flight Attendants. All one has to do is ask, call, read, or click and the information is at your disposal.

Thank you for your continued support. 

REMEMBER NOVEMBER

PICKETING AND PARTYING

Prepare to Picket and Party!

November 18, 2000

11:00 AM - 3:00 PM

Local Base Time

Show up in uniform prepared to picket and party afterward.

For more information:

Check the APFA Bulletin Board

Call the APFA HotLine

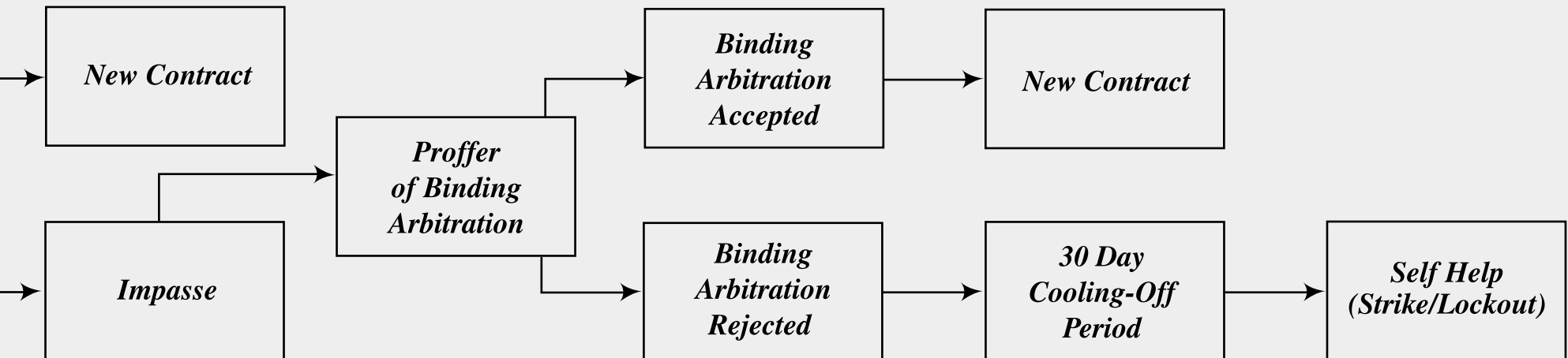
Check the Web Site at www.apfa.org

Call the Membership Action

Committee at HDQ Ext. 8743

Are you a commuter? Call

800.395.2732 Ext. 8743 to see if your city will be Picketing on November 18th.





Jeff Bott
APFA Vice President

The Matthew Craig Lesson... ...Pass or Fail.

This month, I want to highlight an actual case taken forward at the July Quarterly System Boards. This case was very compelling to all of us involved in its preparation. It demonstrates a great injustice, and a fundamental lack of empathy and compassion by the Company. We felt it was a story that must be told and presented to a neutral arbitrator, regardless of the odds of winning the case. This story should be shared with all APFA Members, and I have been given permission to do so by the Flight Attendant involved. It is indicative of the uphill battles we face when confronting Company policy issues.

On May 8, 1999 Flight Attendant Matthew Craig, based at JFK, was seriously injured while riding in the crew van in San Jose, Costa Rica. The crew van was hit by another vehicle and Matthew was thrown from the van due to the vehicle not having seatbelts. His arm was nearly severed and he was thrown into a ditch

from the force of the impact. He was placed in the bed of a pickup truck for transport to the hospital. There, his arm was reattached by the primitive means of pins. He was forced to endure horrible conditions in the Costa Rican hospital. Back in the United States, Matthew underwent several surgeries and extensive rehabilitation. He was told by his doctors that he would never be able to return to work, but Matthew was deter-

mined to achieve a full recovery. Matthew was equally determined to protect his excellent attendance record. Matthew used injury on duty time. He later learned that due to the length of his recovery period he was not eligible for Family Leave of Absence, which would have allowed him to receive perfect attendance passes and maintain his perfect attendance record. After many months, Matthew achieved, against all odds, the ability to return to flying. This was not accomplished without a great deal of pain and horrible scarring that Matthew will bear for the rest of his life.

When he returned to work

Matthew learned that his time off had broken his perfect attendance record, rendering him ineligible for perfect attendance passes. Not surprisingly, Matthew was devastated and angered. A grievance was filed. My administration met to discuss taking the case forward to arbitration at Quarterly System Boards. The consensus of the Review

He justifiably felt that after all he had been through he was not going to give up anything without a fight.

Committee was that it would be very difficult to win his case. Why? Because the Attendance Control Policy is not a part of our contract, and because the "rewards" the Company gives for perfect attendance were not bargained for between the APFA and American, but instead, are unilaterally issued by the Company. The only contractual basis we could find to support Matthew's position is located in Article 26.L., Additional Assistance, which states: "If the Company, at any time in its discretion, grants additional sick leave or assistance to any Flight Attendant, it shall not constitute a precedent regarding addi-

tional sick leave or assistance in any other case."

APFA representative and IOR based Lenny Aurigemma, contacted Matthew and advised him of our consensus. Matthew was insistent that his case go forward and his story told, regardless of the outcome. He came to APFA Headquarters for the final preparation of his grievance and those of us who worked with him clearly understood that it was principle, and not passes that motivated Matthew. He justifiably felt that after all he had been through he was not going to give up anything without a fight.

Matthew's case was heard on July 26, 2000. Lenny Aurigemma poured his heart into the presentation and did a magnificent job. The outcome was as we had anticipated; that the arbitrator found she had no authority to order the Company to make an exception to its policy, and that no contractual violation had occurred. At first glance, this may appear to be a "loss" for Matthew and a loss for APFA. I will tell you differently. This was a very proud day for Matthew and a proud day for us. Matthew's story was heard and he saw his fight through to the finish line. He walked out

of the hearing with his head held high, and every representative who worked on his case or witnessed the hearing, felt honored to be in Matthew's corner. His story was not allowed to be swept under the carpet, and he was not just a nameless face and employee number.

Susan French, an IDF based Flight Attendant who participated in the preparation of Matthew's case was so insulted by the Company's heartless position that she sent the letter below to Don Carty.

"Dear Don,

Enclosed please find two "Perfect Attendance" Travel Certificates that were issued to me. I was happy to have received this recognition and planned to enjoy the passes. However, after learning of your refusal to reward Matthew Craig with passes costing the Company nothing, I realized that I could not possibly accept these passes. Matthew worked so very hard to earn perfect attendance in spite of an injury that would have permanently disabled most of us, and my attendance was achieved by the mere luck of good health. I am deeply offended that you would treat

my co-worker in this manner and I will not accept a reward while someone so much more deserving is penalized. I am requesting that you forward my passes to Matthew for his use and enjoyment."

Sometimes we do not understand the harm or injustice of an unfair policy until we put a human face on it and see real inflictions of damage. By taking a case like this forward it also forced the Company to look at a person instead of an employee number.

It is my hope that stories like Matthew's will chip away at the wall of indifference. Hopefully, someday that wall will fall and the Company will do the right thing simply because it's the right thing to do without a protracted fight.

I hope this has given you a glimpse into the obstacles that we face in working to change the Attendance Control Policy. Next month, my focus will be on the attendance issues we face, why it may not be a good idea to have an Attendance Control Policy **in our contract**, and what your Union is working on with regard to this issue.

A



Secretary's Report



Linda Lanning
APFA Secretary

Hard Ships

hard'ship, n.

- 1: privation, suffering
- 2: something that causes or entails suffering or privation.

What is Webster's definition of a HARDSHIP. To some degree, we all have some sort of hardship. Be it financial, emotional or physical, who, (besides you who are in the middle of it) determines the level of suffering you are going through? That is a tough question and one of the hardest aspects of being Secretary of APFA. I will not pretend to know your pain and/or the suffering you are experiencing. I am not here to discount your hardship. It is yours, and I do honor that.

Hardship transfers (out of seniority order) may be approved in situations determined by the Company, with concurrence of APFA. Each request is reviewed by both the Company and the APFA. This is done to protect the seniority of those Flight Attendants already on the transfer list.

We all know the importance of SENIORITY. The definition of Seniority according to Webster's Dictionary is:

- 1: the quality or state of being senior
- 2: a privileged status attained by length of continuous service (as in a company).

This decision to grant and/or deny a hardship is not entered into lightly. The requested documentation is a very humbling experience. Not just for the Flight Attendant who has poured out their heart and soul to us, but for those of us who review the documentation. It is not an easy task.

There are no hard rules for what is considered a Hardship. Some of the valid reasons are as follows:

1. Serious illness/injury involving spouse, child, relative or companion that requires presence of the Flight Attendant over an extended period. Verification by doctor and/or medical facility must be provided.
2. Severe financial hardship of the Flight Attendant, spouse, close relative or companion requiring support and or presence of the Flight Attendant. Documentation may be from attorney, banker,

employer, etc. Include budget with copies of all bills.

You may contact your doctors, lawyers, clergymen, relatives, spouse, employers or bankers. You will want to provide to the Company with any documentation that will support your request for the hardship. Hardship transfers received by probationers who are not eligible to transfer, must prove that the hardship did not exist prior to the date of hire.

As you begin to gather your records, the first step is to send a letter to your Service Manager and request a hardship. Then you should proceed to get your documentation in order. The Company then makes copies for APFA, and sends them to my office. I have the task of reviewing the reasons for the hardship. I assure you this is difficult. What comes through my office stays in my office. I spend many hours reviewing the documentation.

The Company and I sit down once a month and pore over the facts. Once the facts are heard and a joint decision has been reached, the Company will contact you.

When a Flight Attendant applies for a hardship, the key element in obtaining the transfer is clear

and precise documentation. It can be a very difficult process for some, to pour out your heart and soul to the Company and to us at APFA. All of your documentation is reviewed when the paperwork arrives in my office. The more information you supply to me, the stronger our case is to the Company. If you have any questions, please contact your Base Chairperson or you may reach me at APFA Headquarters.

This also applies to asking for a rescind of LOA/Part-Time. Again, it goes back to the issues of Hardship and Seniority. After the meeting between the Company and APFA, you may be asked to submit more documentation. I urge you to call your Base Chair and ask he/she what additional information may support your request. We are here for you.

Take good care of yourselves.



Treasurer's Report



Juan Johnson
APFA Treasurer

Negotiations between the APFA and American are in full swing. Things often change very quickly during this time. The Union must be able to communicate with the membership expeditiously and efficiently in order to keep everyone up-to-date on the status of the talks and membership action that may be planned. This can only be accomplished if the APFA has accurate personal information for each member.

Each month, the APFA sends out literally tens of thousands of pieces of mail to the membership. Most of this reaches the intended member with no problem. However, we continue to incur enormous costs related to returned mail. In fact, the APFA pays out, on the average, \$900

for returned postage each time a mailing is sent to our membership. This is an expense that can and must be reduced or eliminated. The funds spent here could be better used in funding our negotiations.

How can the individual member help to eliminate this expense? It's simple. If you have recently changed any of your personal information such as your address, phone number, base, e-mail address, or even your last name, it is your responsibility to notify the APFA. American Airlines does not provide APFA with any of this information. When you make the change with the Company, you must also make the change with APFA. There are numerous ways to do this. You can complete the Change of Address card in *Skyword* and mail it or drop it in any APFA lockbox in Operations system-wide, click on the Change of Address link on the APFA web site, e-mail the changes or call the APFA Membership Department. The investment in a moment of your time to make the change will help us invest more in our Union.

I want to talk just a moment about the overall importance of

effective communication. For those of you that are experiencing negotiations or membership in an organized labor union for the first time, I know that it can be a little overwhelming. Your need to know, learn, and understand is immense. We realize this and take our role in your education very seriously. The APFA will do whatever it takes to help you along in the process and provide you with the information you need.

The situation is not all that different for veteran members of our Union. Every round of negotiations is different. They all have their own time line, dynamics and requirements for membership action. The need to communicate and educate in this round of talks is no less important for those who have been through it before. The membership must be kept abreast of all aspects of the negotiating process in order to build Unity, increase awareness and ultimately make an informed decision when a tentative agreement is presented for ratification.

Times have certainly changed since our historic strike in November 1993. The airline industry has flourished, our

Union has grown, and technology has evolved. The APFA now has many new and exciting ways to communicate with the membership due to the advances made in technology. We have an enhanced voicemail system that allows members to reach every representative and department within the Union round-the-clock. Our new APFA web site is by far the most exciting new tool added since 1993. This site gives the Union the ability to communicate with every member who has Internet access in a moment's notice. It also gives us the ability to provide the membership volumes of information even at times when offices are closed and representatives are not available. This will be, by far, one of the most useful tools in this and future rounds of negotiations.

The APFA has other more conventional ways to communicate with the membership. The new *Skyword* is published ten times a year and is sent directly to each member's home. In addition, our APFA Hotline and InfoRep Hotlines are updated weekly or as events warrant. If necessary, we will send out special national mailers to each member to get information out quickly. Yet

OOPS!

Our mistake ... Sorry, Debbie Rowland (right) DCA based Flight Attendant and member of the APFA Safety "Go-Team", we did not have the authority to promote you to FAA Administrator as we implied in the September 2000 Skyword. That is NOT Jane Garvey in white, that's YOU!



another way for the APFA to get information out expeditiously is through the use of phone trees. This was a very effective tool in the last round of negotiations.

It is important to point out that all of the communication tools I have listed above either totally or in some way depend on accurate membership information to work effectively. The APFA must have every member's current address to mail out **Skyword** national mailers, and ballots for elections. We have to have your Social Security Number to allow access to the "members only" section of the APFA web site. Finally, we have to have your active phone number in order to contact you through the APFA phone tree. I think you see my point.

What about the importance of membership participation? The five-day strike by our membership in November 1993 really is a shining example of what membership participation can do. We were able to get a contract that remained elusive until we stood together and walked the picket lines. There is power in numbers and in a solid and unified membership. The proof is forever etched in history - our history!

Right now, you can participate in the process and in our Union as a whole. First, you can become an InfoRep by contacting your Base Chair. We will provide you with

the tools to gather information which you will disseminate to members in the field. Each member can stay informed through our communication network. All members should, from this point until a contract is ratified, only wear your Union Pin, wings and nametag. You should also attach your "It's About Time" bag tag and place your "10, 9, 8 . . ." insert in the tab. These are awesome displays of support for our Union and our Negotiating Team.

We should all be ready in the near future to answer the "call to action." Our first membership action on Labor Day was a huge success. It was obvious that veterans of our Union were ready to step forward once again and show their support and display their desire for a contract through their presence at airports system wide. Our newest members were out in force as well. They have heard the incredible stories of 1993 and the empowerment we all felt. You could see their desire to be a part of it all as they stood in the airports handing out fliers to our passengers. It is this drive that will see us through to a successful end to these negotiations and the contract we all deserve.

As these negotiations proceed through mediation, we all have

to be ONE single entity. The ultimate goal is one shared by each of us. We want to achieve a contract that reflects our contributions to the success of American Airlines and our service to our passengers. Most importantly, we want a contract that addresses our personal needs and concerns. Standing together, we will achieve this.

Until that time arrives, Remember November! If you were not a part of our Union at that time, ask those who were. Let them tell you the story of the "Little Union That DID."



APFA SPECIAL EXECUTIVE COMMITTEE TELECONFERENCE MEETING

September 25, 2000

Resolution Tally Sheet

Resolution: # 3

Maker: Ward

Second: Quinn

Date: Sept 25, 2000

Time: 9:45 AM

Y=Yes

N=No

P=Pass

A=Abstain

N/A=Absent

PXY = Proxy Vote

	Yes	No	Pass	Abs	N/A
Lenny Aurigemma	√				
Ted Bedwell	√				
Marcus Gluth	√				
Peter Quinn	√				
Cheryl Walters	√				
Treasurer	√				
Secretary	√				
Vice President					√
President	√				

YES: 8 NO: ABSTAIN: ABSENT: 1

Status: PASSED (√) FAILED () TABLED () WITHDRAWN ()

WHEREAS, the current Democratic administration has supported the efforts of organized labor and recognized the needs of working men and women; and

WHEREAS, Vice President Albert Gore has advanced a platform that promises to continue full support for organized labor, as well as working families; and

WHEREAS, given the ever-changing and challenging world of commercial aviation, it is in the best interest of the 23,000 members of APFA to ensure that a candidate is elected who has a proven record of support for flight attendant issues and a pledge to address the needs of working men and women; and

WHEREAS, Albert Gore has clearly demonstrated during his eight-year tenure as Vice President that he is committed to a platform that best serves the interests of the APFA and its membership,

BE IT THEREFORE RESOLVED, that the Executive Committee hereby endorses the election of Albert Gore and urges all APFA members to vote for the Gore/Lieberman ticket and that a copy of this resolution shall be conveyed to the candidates, as well as printed in **Skyword** and posted on all APFA bulletin boards.

APFA's Choice...

Al Gore

How you vote in the upcoming presidential election is a personal choice. APFA respects your right to cast your ballot as you so choose. However, after researching the records, APFA strongly urges each member to vote for Al Gore for President.

The APFA has a long history with the current White House. During the administration's first term in Washington, the APFA called a Flight Attendant strike in November 1993. The Clinton-Gore administration publicly supported a fair resolution to the work stoppage. The White House was instrumental in helping the parties find an equitable resolution to our historic strike. Vice President Al Gore was part of an administration that clearly showed its support of Flight Attendants during a very serious crisis.

But Al Gore's exemplary past record of support for our Union is not the only reason he deserves our support. Clearly, his platform makes him the strongest candidate on working family issues. Consider the following:

- Al Gore has been a leader in protecting and improving pension benefits (SB 685; LA Times 4/12/96). Mr. Bush, on the other hand, signed into law the largest reduction in Texas teacher pension funding ever.

In 1997, Bush tried to raid the teachers' retirement fund again (Dallas Morning News 4/9/97), 3/28/95).

- Al Gore supports a strong "Patients Bill of Rights" providing for access to specialists and holding HMO's accountable (Dallas Morning News 4/13/00). In 1995, however, Mr. Bush vetoed a measure that would have allowed patients to sue their HMO's for negligent decisions. Texas ranks 49th in America in its percentage of residents who have health insurance (Kaiser Commission 5/00; HB 2766-Texas 1995)

- Al Gore pledges full support of Social Security. Mr. Bush, however, would raise the retirement age for Social Security and supports congressional plans for huge tax cuts for the wealthy (Washington Post 7/18/99).

- Al Gore voted with unions 88% of the time when he served as a senator from Tennessee. He supports raising the current minimum wage by \$1.00 over two years (Commercial Appeal

4/20/00). Mr. Bush never proposed any increase in the Texas minimum wage during his five years as governor. He supports letting states "opt out" of the federal minimum wage (National Journal 8/7/99).

- Al Gore supports voluntary and affordable Medicare coverage of prescription drugs for all of America's seniors and disabled citizens (Gannett News Service 11/9/99). Mr. Bush wants private companies to cover prescription drugs but offers no guarantee that the recipients will receive such coverage.

- Al Gore supports a \$500 billion tax cut for low and middle-income families to help raise a child, pay for college and provide long-term care of loved ones (www.algore2000.com). Mr. Bush seeks to spend more than \$1 trillion of the budget surplus for tax cuts for wealthy Americans but puts no money aside for Social Security (Washington post 7/18/99).

It is obvious why the Executive Committee voted unanimously to endorse the Gore Lieberman ticket. This is a critical choice. While the ultimate decision is for you to make, the APFA chooses Albert Gore for President. Together we can protect our profession and support working families. Vote in November...you are more powerful than you think.

The Grass Is

Comparing Pensions in the Airline Industry Part 1

ALWAYS GREENER

10, 9, 8...

www.apfa.org

*[Editor's note: This month Team 2000 talks pensions. Our intent is to review the pension programs of other carriers. Next month's follow-up article will show a comparison of the potential yields of each of these pension plans. We suggest that you clip and save this article and next month's **Skyword** pension article to use as reference throughout the contract negotiation process.]*

The surveys all agree, RETIREMENT is a top issue in this round of bargaining. Each Flight Attendant may have their own definition of what "retirement" means, but one sure thing is that everyone will benefit if the yield (money in OUR pockets after we retire from AA) created by the formula in Article 36 of our contract is higher!

Have you heard THE FOL-
LOWING RUMORS?

United has a higher multiplier! Our ground people are getting a 401k match and we are not! Delta can retire at 30 years! US Air, United and Delta all count their W2 earnings towards their pensions. And so it goes, daily the galley gossip tells tales of pension benefits for other Flight Attendants or other AA employ-

ees that seem to be better than ours. What is the true story — Is the grass really greener?

There are so many variables that go into a pension plan that citing one piece of the puzzle doesn't begin to calculate its true value. The real test of a pension is three-fold:

1. What do I have to do to earn my benefit?
2. What will my dollar yield be?
3. When can I have it?

In an effort to understand how we compare to others, we are going to review specific pensions. We will discuss our F/A pension plan, the pension plan of non-union (including management) AA employees and the F/A's at Delta, Northwest, United and US Air.

To begin, there are certain defini-

tions that are necessary to take us through Pension 101.

- CAREER AVERAGE EARNINGS — The average of an employee's eligible earnings over the entire length of a career.
- DEFINED BENEFIT PLAN (DBP) — The employer and/or employee make contribution; retiree guaranteed a specific monthly benefit.
- DEFINED CONTRIBUTION PLAN (DCP) — The employer and/or employee contributes specific amount (employer contribution is often a match or percent of employee's contributions) to retirement fund.
- EARLY RETIREMENT — The age prior to full retirement age that one may begin to collect benefits as specified in a retirement plan. These benefits are usually reduced due to the extended time that benefits will

be paid by a specific formula.

- MULTIPLIER — The number unique to each pension which is used as part of a formula to determine benefits.
- FINAL AVERAGE EARNINGS (FAE) — The average of an employee's eligible earnings over a period of time as defined in a pension plan such as the best 60 months out of the last 120 months.
- RETIREMENT AGE — The age specified in a pension plan for retirement.
- YEARS OF CREDITED SERVICE (YCS) — One of the variables in a pension formula. The measure of a year of credited service is not the same as other forms of seniority but is determined by a specific definition unique to each pension plan.

AA FLIGHT ATTENDANTS
We have a defined benefit plan (DBP) - pen-

sion, and a defined contribution plan (DCP) - 401k. Our pension plan (DBP) is fully funded by AA and we are guaranteed a monthly amount for our lifetime. Our 401k (DBP) is fully funded by the Flight Attendants. Article 36 of our Contract has the following rules:

- Our retirement age is 65.
- We may retire early with full pension at 62 with a minimum of 10 YCS.
- We may retire early with a reduced pension (3 percent per year) at 55 with a minimum of 15 YCS.

To determine your benefit you need to include two variables and one constant. The variables are YCS and FAE.

- YCS — Any calendar year in which you fly 734 hours or more. If you

fly less you earn a proportionate YCS.
• **FAE** — The average of the eligible compensation for the best 60 consecutive months out of the last 120 consecutive months you worked.

Eligible compensation is limited to 77 hours domestic or 82 hours international each month, not averaged. The constant is the multiplier of 1.67 percent which is what these numbers are multiplied by.

How does this work?

Say you've flown for AA for 31 years always flying at least 734 hours (that's an average of 62 hours a month). Since enrollment isn't until the end of year one, you have 30 YCS.

During your final 10 years you have 60 consecutive months where you fly 77 hours a month on domestic (82 are currently eligible on international and purser pay is counted in either operation), at the hourly rates in effect 11/1/97. You have an FAE of \$3,255 per month or \$39,060 per year.

(Constant)

$.0167 \times (\text{FAE}) \$39,060 = \$652.31$
 $\$652.31 \times (\text{YCS}) 30 = \$19,569.30$

At 62 your pension is \$19,569.30 per year. If you leave at 57 you have a 15 percent reduction (3 percent per year) so your annual retirement benefit will be \$16,633.91.

Considerable discussion took place during the most recent ratification vote regarding the gains within the retirement section of our failed T/A. Although we rejected the total package and must now address every aspect of our contract, it is worthwhile to analyze the impact that the changes to Article 36 (Retirement) would have generated.

1. Full pension available at 60.

The above F/A would receive their full pension benefit of \$19,569 two years earlier. If they still elected to leave at 57 the new benefit would be reduced by only 3 years instead of 5 for a benefit of \$17,807 or \$1,174 more.

2. Pensionable longevity

bonus. Maximum of 1000 hours counted at \$1.00 per hour for years 25–30 and \$1.50 per hour for years over 30 included

in FAE — more money in your FAE means more money in your pension check.

3. 1020 hours per year. This means you don't have to hit a number every month but the total for the year would be considered.

4. 85 hours considered for FAE for both domestic and international. The increased FAE increases the take home pension value.

5. FAE calculated for 48 consecutive months out of 120. This means 4 years of flying your maximum eligible hours rather than 5.

6. Future profit sharing pay to be included in FAE. More money in FAE means more money in your retirement check.

7. One percent AA match to employee contributions based on W2 earnings in 2001 and 2003. More money in your FAE means more money in your retirement check.

NON-UNION AA EMPLOYEES (INCLUDES MANAGEMENT)

In January 2000 AA announced "good news" for its non-union employees on U.S. payroll: a company-matched 401k program to be known as Super Saver Plus.

At least that's what we wish we had heard them say, the truth is they offered a CHOICE between:

The current defined benefit program which guarantees:

- A. a specific amount of income for the remainder of your life
- B. no contribution from the employee
- C. the additional ability to save in a 401k thus allowing you to amass more than one retirement fund

or

A defined contribution plan for which:

- A. employee MUST make contributions to realize any contribution from the company
- B. employee is wholly responsible for the investment decisions and subsequent value of their retirement money

C. employee has no guaranteed income

Furthermore, this was a one-time choice to existing employees only; all future employees in these job categories will find this second option to be the ONLY type of retirement plan available at AA.

So, what does this mean to us? A great deal of discussion amongst the Flight Attendants who believe that this plan is (and should be) in addition to the existing DBP and that it should be made available to us. The only example of this being 'in addition' to the existing pension is for a current employee who elected to switch programs. They will retain the accrued value of their current pension and go forward from here in the new DCP plan.

The terms of the new plan are that AA will match an employee's contributions to their 401k up to 5.5 percent of their annual

income. If an employee doesn't make a contribution, neither does the Company, resulting in no costs for company and no pension for the employee!

Remember that Federal Law limits the amount of contributions to a 401k. Currently an individual is limited to an annual contribution of \$10,500 and the combined total contribution of the individual and employer 25 percent of gross income up to a specified amount.

In order to take full advantage of this program (\$10,500.00 individual contribution and a company match of 5.5 percent, approximately \$2,800.00) one would have to have over \$52,000.00 in eligible earnings. This is something F/A's at our beginning pay scale can't accomplish and many senior F/A's would probably not wish to! Currently, in order to earn that amount, one must fly over 85 hours internationally, and this wouldn't just be for 4 or 5 years to achieve a final average - it would be every year of one's career!

DELTA

Delta's primary pension program is a DBP with a limit on how many YCS will be considered in calculating the benefit.

- full retirement available at 62 with 30 YCS

- retirement based on 30 YCS, fewer years means a reduced pension
- early retirement available at 52 with 30 YCS; 3 percent reduction taken for every year before 62 (in addition to reductions for less than 30 YCS)
- more than 30 YCS does not increase pension benefit

To determine the benefit at Delta you need to consider a few components.

- YCS – a full credit if you work during the year – you need 30 for your full pension
- FAE – average of the highest consecutive 36 months of the last 120 months worked. W2 earnings less per diem and expenses are included
- benefit is determined by taking 60 percent of the FAE – that gives you your annual benefit at 62 with 30 YCS
- THEN – deduct 50 percent of the social security benefit (SS offset) you are entitled to — that gives you the yield you will receive

How does this work?

Say you are 62 and have 30 YCS with an FAE of \$50,000. 60 percent of \$50,000 is \$30,000. Your Social Security benefit is \$18,000, so deduct \$9,000 from your

\$30,000 pension for an annual yield of \$21,000.

If you only have 28 years when you are 62 your benefit will be reduced by 2/30 or \$2,000 per year.

If you have 30 years and leave at 57 you have a 15 percent deduction or a pension of \$25,500 less the SS benefit of \$9,000 or \$16,500.

If you have 28 years and leave at 57 you will have the above deductions for both age and longevity as well as the social security offset.

Delta also has a small defined contribution plan. In that case the employee may contribute up to 23 percent of their salary to a 401K and Delta will contribute a 50 percent match of the first 4 percent in Delta stock. The stock cannot be liquidated until age 55 or retirement, whichever comes first.

NORTHWEST

Northwest F/A's have a DBP:

- retirement age is 65
- full benefits available at 62 with 27 YCS
- early retirement between 55 and 62 with a 3 percent reduction per year

At Northwest it doesn't matter what your earnings are, everyone has the same number (\$65) multiplied times their years of credited service to determine their monthly pension benefit.

- YCS is any year worked

How does this work?

If you have 30 YCS multiply it times 65 for your monthly pension of \$1,950 per month or \$23,400 per year. Leaving at 57? Deduct 15 percent for an annual benefit of \$19,890.

Northwest doesn't make any contribution to the employee's 401k.

UNITED

United Flight Attendants have a DBP

- full retirement is age 60
- early retirement is available from age 50 with 10 YCS
- 3 percent reduction per year under 60

The benefit is determined using a Career Average rather than FAE. This means that every year of your career (low time, high time, maternity leave, educational leave, beginning pay scales, etc.) is averaged.

- W2 earnings less per diem and expenses. All forms of pay including all incentive and lump

sum payments are included

- YCS – not applicable. Years prior to 1981 are valued at actual 1980 earnings or 75 hours times 12 at applicable 1980 rate of pay
- multiplied by 2.26 percent for an annual benefit

How to compute this one?

A 30-year F/A retiring in 2000 at age 60 with 11 years calculated at 1980 earnings and 19 years calculated at actual W2 earnings.

If 1980 was \$20,000 and the average since then was \$35,000 then the total for 30 years is \$885,000 multiplied by 2.26 percent for an annual pension of \$20,001.

United makes a one time contribution of \$250 to each F/A's 401k.

US AIR

A defined benefit program with limits on how many YCS will be considered in calculating the pension benefit.

- retirement age is 65
- full benefits may be taken at 62 with 10 YCS
- early retirement is available at 55 with reductions taken ranging from 2 to 3 percent based on YCS

US Airways has two formulas in their new contract and the pension benefit is calculated based upon the greater of these two. The first is available only for those F/A's currently on payroll and will expire



when the last of those retires.

The formulas are as follows:

1. 60 percent of FAE (highest three-year [non-consecutive] W2 earnings of the last 10.) From this, 50 percent of family social security benefit (which is 150 percent of the employee's benefit if married or 100 percent if single) is deducted. This number is then multiplied by YCS to determine the pension. This entire formula is based upon 25 YCS. * If less, it is reduced.

2. 1.64 percent of "final average earnings" multiplied by employee's "years of credited service" up to and including 25*

*To either of these calculations add one percent of FAE times YCS between 25 and 30. There is no additional benefit for years over 30.

- YCS generally includes all years of active employment for which one receives pay with the exception of deductions taken for leaves in excess of 180 days
- FAE is highest average annual earnings within any three full calendar years during the last ten years prior to retirement
- Earnings include all W2 income less expenses. US Air has the ability to bid 105 hour months on an annual basis
- Pension is calculated at 1.64 percent up to 25 YCS, 1 percent for years between 25 and 30
- There is no additional benefit

for years after 30

How do we calculate the US Air yield? Formula one is being phased out. Using formula 2 (the future method) we will compute the pension for a F/A with 30 years of pension credit who is retiring at 62:

(FAE) \$50,000 X .0164 percent = 820 X 25 (YCS) = \$20,500, **plus**
(FAE) \$50,000 X 1 percent = \$500 X 5 (YCS) = 2500
• Total pension \$22,550

Deductions are taken for leaving before 62 and they vary depending on how early you leave and how long you have been there.


US Airways does not contribute to the employees 401k.

CONCLUSION

So, there you have it. Every retirement plan is unique and the parts aren't necessarily interchangeable. What is important is the bottom line: how much money the retiree is guaranteed every month!

In our next article we will do a yield comparison so we can evaluate where we stand in relationship to our contemporaries. We will also try to help you interpret your Annual Pension Statement that each of us receives from AA. Many have been alarmed that the benefit seems to decrease rather than increase with length of ser-

vice. Fortunately, that isn't necessarily so.

The philosophy of Team 2000 is to have our members informed and educated about the retirement plans that may be used for comparison by the federal mediator assigned to our case. It is our goal to be the best-paid active and retired Flight Attendants in the industry. 

Since 1987 we have received an average of .08 percent per year pay raise. With COLA at 3 percent per year, we have lost approximately 29 percent in real wages. This is why you must fly more hours to pay for the same goods and services.

American assumes that as long as you perceive you are getting something better than you have today, you will be happy.

In 1993, we were 29 percent of the work force and only 6 percent of the overall cost. Today we are only 3 percent of American's overall costs. In 1993, American had \$811 million

Our negotiations are entirely Membership driven. We will continue to respond to the directions of this Membership. Today, you must meet the challenge and show you are Unified. Our proposals are strong and fair, but they are only proposals. Our strength comes from, YOU, the Membership. The final settlement will correspond directly to your strength and resolve. In this next crucial round continue to reinforce us with your strength and unity by:

1. Wearing only "Pins and Wings" and required name tag. Take off all other pins. Company or otherwise.
2. Joining the InfoRep Program. This

is our most powerful sign of

Unity and it sends a message to the Company that we are all informed.

3. Calling the APFA Hotline every week. 1-800-399-APFA. It is changed every Friday, or as events warrant. We welcome your calls. If you have questions or wish to comment: call the Negotiator's line at headquarters, Ext. 8715. If you leave a number we will return your call.

5. Passing this information on.

We Listened, We Heard, We Proposed

We have proposed the changes that you told us were the most important. Now is the time for everyone to stand up and be counted. Our proposals are only as strong as this membership. The Company needs to see that we all know the meaning of Unity and we will come together again, if necessary.

Our Proposals are fair and reasonable.

FYI: We are the only airline without pay protection. If your trip is canceled and Scheduling cannot find a trip within the same time frame, you must be paid for the canceled trip. This is regardless of how many hours you fly or the number of trip trades you have arranged. Every other airline has this. So should we.

cash on hand. Today they have \$2.4 billion and expect to profit an additional \$400 million per year from the recent AOL deal.

The Flight Attendant group has given and given over the past two decades and American has taken and taken. American tells us now that although the TA was rejected by over 2/3 of this membership, they intend to stay within the "same economic framework" of the TA. And further, any additional compensation must be met with a corresponding "give." Our question becomes: as the poorest paid Flight Attendants from the top six airlines — and American the wealthiest airline — what do we have left to give?

United *We* Bargain... Divided *We* Beg

by Dana Davis, Western InfoRep Coordinator

We have been in contract negotiations with American Airlines for more than two years now. We have come a long way — one tentative agreement and two negotiating teams — but we still have a ways to go. TEAM 2000 wants to bring you an agreement you'll be proud to vote YES on, and they want to bring you that agreement sooner, rather than later. Unfortunately, American Airlines is up to their same old stall tactics and have not been very cooperative at



the table. AA has publicly stated that last year's tentative agreement "was a real good package and we (AA) have gone into these talks with the notion that we were willing to move things around in the agreement." If we expect an agreement that is more than just a reshuffling of the 1999 T.A., then we must stand together in Unity behind our negotiators and unequivocally display to the Company that the same economic framework just won't fly with us.

There are many ways that we

can do this. Our next task will be to send the message directly to the AMR Board of Directors to dispell any illusion they have that the Carty management team has things under control. It's time to bombard the AMR Board with postcards explaining how unhappy we are with management's treatment of the airline and its most valuable asset, the employees. In the center section of this **Skyword** you will find tear out postcards to the AMR Board of Directors. Fill all six cards out, place a stamp on them and send them in.

Another important thing for the APFA members to do during Negotiations is to stay informed. This is where the

InfoRep plays a vital role; by acting as a link between TEAM 2000 and the membership. It is crucial for InfoReps to take factual information to the field and to stop rumors and misinformation before they spread. We are providing our InfoReps with accurate updates from the table, and we also clarify pesky rumors when they are reported to us. As we proceed in our Contract Countdown, it is imperative that all members let APFA leaders know if what they are hearing on the line isn't jiving with APFA communications. We will get the facts to you! Our communications network is strong, and it's easy to stay informed. We have thousands of InfoReps in the field, our web

site is updated daily with new information and our Hotlines are updated weekly. Even sooner, if necessary. If you have e-mail, you can have the general hotline and other newsflashes sent straight to you electronically by signing up on the APFA web site. InfoReps can have the InfoRep e-mail sent to them by signing up on the InfoRep page of the web site.

As negotiations progress, American Airlines will try to discredit our APFA negotiating team and bargain directly with you, the member. These are common negotiating tactics that AA management uses repeatedly in its negotiations with all unions on the property. This is

Call It



**1.800.399.APFA
HOTLINE**

Clip It! See Center Section


an attempt to divide, and subsequently conquer, its employees. That is why it is crucial to stay informed and get the facts. AA will tell you, your fellow employees and the rest of the world, that the APFA is out of touch with reality and that our demands would bankrupt the airline, and of course, that TEAM 2000 does not reflect the will of the Flight Attendants. It is management's job to promote profitability, and it is the Union's job to promote its people. Remember, "Knowledge is our Power, and our Power is in our People!"

We kicked off our Contract Countdown last month, and now we have several ways to

display our Unity. First, we started up the Pins and Wings Campaign again. By wearing only our APFA Union or InfoRep pin, wings and required name tag, we can send a simple yet, non-confrontational message to AA management that we are standing together. Our bag tag campaign is another non-threatening tool that we can use to show our Unity as well as to test our ability to communicate quickly to our 23,000 Flight Attendants. The changing bag tag inserts also signal changes in momentum and strategy at the table. When we all sport our bag tag, and we all get the inserts changed at the same time, we send AA a very persuasive message that we intend to

get the contract we deserve.

As events change at the Negotiating table, TEAM 2000 might ask for our help to take our message to the public. Last month, Flight Attendants around the system kicked off our Membership Call to Action on Labor Day by distributing leaflets at airports in all base cities. The event was a huge success (*see highlights on page 18*). **On November 18th, we will be picketing at all base city airports from 1100 to 1500 local base time followed by Remember November base parties.** Check out the APFA informational resources for further details about this event. Member participation will be imperative if

we hope to make significant gains at the bargaining table. We must be visible and show American Airlines and the rest of the world that we are serious! TEAM 2000's goal is to negotiate an agreement, not to go on strike. Our negotiators believe that this type of membership Unity will pressure AA to negotiate fairly, and we hope AA does not walk down the same path they have in the past. Until we get a contract, remember to wear only your APFA union pin, wings and name tag, proudly sport your bag tag with the appropriate insert and keep up-to-date by reading **Skyword** and calling the APFA hotline. **See you on November 18th!** 

REMEMBER NOVEMBER

PICKETING AND PARTYING

Prepare to Picket and Party!

November 18, 2000

11:00 AM - 3:00 PM

Local Base Time

Show up in uniform prepared to picket and party afterward.

For more information:

Check the APFA Bulletin Board

Call the APFA HotLine

Check the Web Site at www.apfa.org

Call the Membership Action Committee at HDQ Ext. 8743

Are you a commuter? Call 800.395.2732 Ext. 8743 to see if your city will be Picketing on November 18th.

www.apfa.org APFA Web Site
1.800.944.2732 InfoRep Hotline
1.800.395.2732 APFA Headquarters

STAY INFORMED!

Click It

Clip It! See Center Section



I to r: LaGuardia
Art Cline,
Suzanne Edwards,
Tommie Hutto-Blake
and Dana Olson



I to r: IDF
Jeanne Knott,
Rosalina Guidry,
Jan MacKown
and Joni Stewart



I to r: DCA
Juan Johnson,
Victor Pineda,
Jennifer Wilson,
Robin Madison,
Cindy Ahalt,
Thea Holmes,
Lori Hill,
Zelda Barnes
and Karon Mitchell



I to r: SFO
John McCarthy
and Russ Reed

InfoRep Thanks

Many thanks to all of our InfoReps who made our Labor Day leafleting such a huge success. InfoReps and other Flight Attendants passed out over 50,000 of our "We Share the Air" leaflets which highlighted our passenger's frustrations with air travel, as well as our own frustrations in negotiating a contract with AA management. This call to action was led by InfoReps and joined by hundreds of Flight Attendants at all base cities. We received local media coverage of this event at almost every base city. President John Ward gave newspaper and television interviews in Dallas-Ft. Worth.



I to r: DFW
 Leslie Mayo,
 Linda Lanning
 and John Ward



I to r: SJC
 Louis Rangel
 and Diana Hiura



I to r: DFW
 George Price,
 Ben Seaman,
 Kimberly Pitcher
 and Chris O'Kelley



I to r: JFK
 Anne Loew,
 Laura Glading,
 Jeff Bott
 and Michelle Nasca

There is no doubt that our APFA membership action pump has been primed for future action should we need to "turn up the heat" in our efforts to negotiate with AA. Please continue to call the APFA Hotline, InfoRep Hotline, and access the APFA web site for further announcements about upcoming actions. If we don't have a contract by November 18, look for another membership action event on this historic day.

Family and Medical Leave



Joann Matley
*APFA National
Contract Coordinator*

The Family and Medical Leave Act (FMLA) of 1993 ensures that all eligible employees of a covered employer shall have the right to take unpaid leave, or paid leave if it has been earned (sick or vacation pay), for up to twelve weeks in any rolling twelve month period due to the employee's own serious condition. This condition must cause the employee to be unable to do his/her job; or, the employee is needed to care for a family member with a serious condition; the birth of a child or the placement of a child for adoption or foster care.

There are two types of FMLA leave available to you:

- 1) FMLA leave used for one qualifying reason and,
- 2) Intermittent FMLA leave taken in separate blocks of time due to a single qualifying reason.

With that in mind, in order to

use the FMLA, you must have twelve months of active company service. If you are on inactive status at the time you request FMLA leave, you must have been an active full-time F/A for at least three consecutive months out of the previous twelve months. To request an Intermittent FMLA leave, you must have twelve months of active company service and you must have worked full-time eight of the previous twelve months. You must be on active status at the time you request Intermittent FMLA leave.

Although it is common knowledge that FMLA leave is available to Flight Attendants, your Attendance Manager/Service Manager must provide you with the appropriate information packet. If you plan to use the FMLA leave to convert your sick absence to FMLA leave, you have five (5) days from the time

that you return to work to request the FMLA packet. Your healthcare provider has ten (10) days to return this to you. AA Medical, once they receive the information, has two (2) days to determine whether or not the situation qualifies under the guidelines of the FMLA.

It is AA Medical's responsibility to make the determination based on the medical information provided. Flight Service has a secondary role in this process. They determine if you're eligible. This means that Flight Service ensures that you meet the requirements listed above.

One of the lessons learned about intermittent FMLA leave (aside from the fact that many doctors are fed up with the copious amount of paperwork), is that FMLA leaves are being denied by AA Medical when

Question 9c on the FMLA packet is not answered by the healthcare provider. Question 9c asks for the approximate frequency and duration of the illness/absence. **The healthcare provider need only make an educated guess as to how often and how long you will be absent from work.** The healthcare provider cannot answer the unknown. The FMLA will be denied pending further information if this question is not answered with an estimated frequency and duration.

The following definitions apply to the term serious health condition:

- Any period of incapacity of more than three consecutive days, which includes either treatment two or more times by a healthcare provider or at least one treatment by a healthcare provider that results in continuing treatment. This includes, for

example, a course of prescription medication (antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition.

- Inpatient care (e.g., an overnight stay) in a hospital, hospice, or residential medical care facility and any subsequent treatment.
- Any period of incapacity due to pregnancy, including morning sickness and prenatal care.
- Any period of incapacity or treatment for incapacity due to a chronic serious health condition requiring treatment (e.g., asthma, diabetes, epilepsy, etc.).
- Any period that is permanent or long-term due to a condition for which treatment may not be effective. You or your family member must be under the continuing supervision of, but need

not be receiving active treatment by a healthcare provider (e.g., Alzheimer's, severe stroke, or the terminal stages of a disease).

- Any period of absence in order to receive multiple treatments from a healthcare provider. This includes any period of recovery either for restorative surgery after an accident, or for a condition that would likely result in an incapacitation of more than three consecutive calendar days if the treatment did not take place (e.g., chemotherapy, radiation, physical therapy for severe arthritis, or kidney dialysis).

Generally, FMLA is unpaid. However, if the FMLA leave is for your own serious illness, you may substitute your available sick time or accrued vacation time (e.g, primary, secondary, and PV days). If the need for the FMLA leave is for the birth of

a child, placement of a child for adoption or foster care, or for care of a spouse, child, or parent who has a serious health condition, you may choose to substitute any of the current year's unused vacation and accrued PV days. No limitations may be placed by the employer on substitution of paid vacation or personal leave for these purposes.

At no time should you be made to feel that you must use the FMLA leave. The FMLA leave is meant to allow you the time off that you need. Employers do not receive a "kick back" if the FMLA leave is used. It is a form of protection for employees and should never be presented to you in any other manner.

The FMLA leave is complicated, so please feel free to call either the Health Department or the Contract Department if you have

any questions.

On a personal note, October is Breast Cancer Awareness month. If there is a history of cancer in your family or if you are celebrating your 40th birthday, please make sure that you make and keep your appointment for a mammogram. This October I will be having my first mammogram. As a 35-year old female with a family history of cancer, I understand completely the importance of preventive screening.



RETIRING SOON? HAVE YOU CONSIDERED ALL AVAILABLE OPTIONS?

If you are thinking about retiring before we have a new contract, you have a lot of decisions to make. Please call APFA at 800.395.2732 Ext. 8397. Leave a message for our retirement representative who will return your call and explain all of your available options.

The Reality is Frightening!



by Emily Carter
*APFA National
Health Coordinator*



Kathy Lord-Jones
*APFA National
Safety Coordinator*

DOT law requires that each year Part 121 carriers test 25 percent of their safety sensitive employees for drugs and 10 percent of those same employees for alcohol. Marijuana and cocaine are the drugs most often detected in our workplace. Alcohol breath tests err on the side of the employee. Our statistics on positive random tests are consistent with the rest of the aviation industry.

Be that as it may, we have a problem. Every base representative is familiar with the drill of removing the impaired crew member. Our Professional Standards and EAP Referral Representatives are well aware that their workload is largely derived from Flight Attendants who are incapacitated while on duty. Several things can happen when we are not clean and sober at work and none of them are good.

Drinking and/or using prohibited drugs on duty is a career-ending violation of DOT regulations. If we are observed using alcohol or drugs on board by a member of AA management or

confess to a member of management that we drink or use drugs on duty, our flying careers are over. If a passenger witnesses us drinking on board and notifies the FAA, an investigation will take place.

If we "knowingly permit another employee to report for or carry on work while showing the signs of the use of intoxicants," we are in violation of AA Rule 25. The consequences are termination following a withhold from service without pay. Also falling in this category of rule violations, is Rule 26: "possession or drinking of any intoxicants on Company premises at any time" or "drinking intoxicants in public while wearing uniform with AA emblem or insignia." Do not forget Rule 33: "possessing, manufacturing, distributing, dispensing, or using a narcotic, barbiturate, mood-ameliorating, tranquilizing, or hallucinogenic drug, either on or off duty, except in accordance with medical authorization, is prohibited."

Federal Aviation Regulation (FAR)121.458 prohibits

employees performing a "safety sensitive function" from using alcohol while on duty. It further states that you cannot fly "within 8 hours after using alcohol." FAR 121.455 prohibits Flight Attendants from flying with a "prohibited drug in their system."

The FAR's and the Company rules are very clear. But, there are some ways to protect ourselves and others. To protect your career and safety, do not report to work if there is any possibility that the signs of drug or alcohol use can be detected by any means. Notify Crew Schedule that you are sick and call APFA or AA EAP. We can help you to discover the issues and plan your next steps. Flight Service will be notified only that you are on medical leave of absence.

In 1995, the DOT mandated alcohol testing and changed the rules for drug testing. Also, in that year the AA-APFA April 22nd Agreement permitted employees who tested positive for drugs to return to work after signing a Conditional Reinstatement with the understanding of aftercare provided

by EAP or AA Medical. A later APA agreement with the Company added more safeguards for the employee recovering from alcohol addiction.

When the stringent termination rules relaxed, many of us believed that we could push the envelope and wait to get "caught" before addressing our issues with alcohol and drugs. There is only one fallacy in this reasoning. Your career may survive but the consequences of a positive drug/alcohol test are severe. This will include termination, an undated letter of resignation in your file, treatment or education paid for by you, daily calls to learn if you are scheduled for a test that day and the looming reality that one more positive test will end your career. Two positive breath alcohol tests of .04 or higher will end your aviation career forever.

By contrast, voluntary treatment for alcohol or drug dependency is smoother, more confidential and the first lifetime treatment is a reimbursed insurance benefit. APFA and AA Employee Assistance will aid

you in your recovery as there are many of us who share your same experiences.

Let's be honest. You are a highly trained safety professional. Your passengers place their well-being in your hands every time an aircraft backs away from the gate. But, the reality is frightening. If you are impaired, could you open that emergency exit effectively? Would you be able to direct passengers away from smoke and fire? Would you be able to don a PBE in a fire or an O2 walk-around in a decompression? Could you effectively hook up the AED to a passenger suffering from a heart attack? If you answered no to any of these questions, please stop putting yourself, your co-workers and your passengers in jeopardy and get help. We are just a phone call away. ^A

I'd like to bring you up-to-date on requests I made in a letter to Jane Allen regarding the Company's Hotel/Limo desk problems.

In my letter, I requested additional heads at the Hotel/Limo desk and Ms. Allen has agreed to hire two additional full-time staff members. I asked the Company to test the new computerized program for the Hotel/Limo desk because much is done by hand now and errors result. Ms. Allen agreed, so we hope to see an improvement in the operations and response time of the Hotel/Limo desk.

Like the crews flying to Paris, our crews flying to Rio from IMA and JFK are passionate about the Rio layover hotel. The crews flying to Rio were very upset with the Company's move from the Intercontinental to the Sheraton. We flew to Rio to conduct a thorough review of that city. Unfortunately, the Intercontinental started major construction in August (jack hammering tile, etc.) on Floors 9 thru 14, and they still have major construction on two of their four elevators. The decision was made not to move the crews back to the Intercontinental until we review the situation again after construction is completed in

the Spring of 2001.

On the Rio review, I'd like you to know that it was a 'Flight Attendant' involved review. I met with numerous crew members from IMA and JFK in the hotel. We walked the hotel together and I personally inspected their rooms. I really enjoyed their 'on-site' input. Those of you who were involved know who you are. I thank you for your input.

I'm happy to report that all members of the Hotel Committee have been trained and in the future they will conduct reviews, sit at the Hotel desk at APFA Headquarters, return your calls and handle your reports. We have a great Committee and I really enjoy working with them.

What I enjoy the most is the conversations I have with you, and I'm so happy you are taking the time to send me reports. Be aware that Purser reports and AAL Flight Attendant Incident reports that you send to the Company are not seen by APFA. So, please make a copy for us before you turn in your reports.

'Til next month.



*Patty Bias
APFA National
Hotel Coordinator*

• THERE IS TO BE NO DIFFERENCE BETWEEN THE PILOT'S HOTEL ROOMS AND THE FLIGHT ATTENDANT'S HOTEL ROOMS.

• A FLIGHT ATTENDANT NAMED TAMMY, REQUESTED THAT I TELL YOU: IF THE HOTEL YOU ARE STAYING IN HAS NO RESTAURANT AND NO FOOD IS AVAILABLE, TAKE A CAB TO THE NEAREST RESTAURANT AND SEND IN AN EXPENSE REPORT TO THE COMPANY. ^A

Reassignment vs Reschedule

by Brent Peterson, JFK Based Flight Attendant

Summer storms may be behind us but winter storms are on the way. Regardless of which storms we contend with, delays due to airport congestion and an inadequate air traffic control system are not likely to go away soon. These factors and many others add up to flight crews being rescheduled or reassigned. The difference between a reschedule and a reassignment, along with some of your rights in these circumstances, is the focus of this month's Scheduling article.

We will begin by distinguishing the difference between a reschedule and a reassignment. A reschedule is a change to your flight assignment that is beyond the control of Crew Schedule or Tracking. A reschedule will involve either a change in your flight number or a change in your destination.

There are basically three reasons you will be rescheduled:

1. You are unable to continue with your scheduled flying because of a flight cancellation.

2. Your inbound flight is delayed causing you to misconnect to your outbound flight.
3. You become illegal during your sequence and the sequence must be modified to ensure you are legal.

As a result of one of these situations, Crew Schedule or Crew Tracking has no choice and must reschedule the sequence. The reschedule could be as simple as deadheading you on the next flight so you can fly the balance of your sequence, or a reschedule to another flight.

hand, is when Crew Schedule or Crew Tracking chooses to reassign you to another flight even though you are legal, available, and your originally assigned flight operates. For example, you are in the middle of a sequence and have three hours of sit time. Another crew is arriving late and will misconnect. Crew Tracking then reassigns you to the balance of the late crews' sequence. As long as your original flight is still scheduled to operate, you have been reassigned.

Why do we care about the distinction? As usual, because of pay.

Reassignment

We are pay protected for the greater of our original sequence or the new flying if we have been reassigned. This protection is limited to the hours within the month that the reassignment occurred. In other words, carry-over time is not protected.

Reschedule

While we are not sequence pay protected for a reschedule, our guarantee will not be reduced. We have no obligation to Crew Schedule upon our return to base if we were not rescheduled prior to arrival.

A reassignment, on the other

Skyword News and Reviews

DOMESTIC

CLT (short) — We are moving to the very nice Sheraton Airport Plaza, a property only five minutes from the airport. The hotel has recently been renovated and offers a heated indoor/outdoor pool, work-out facility and 24-hour room service. All rooms have coffee makers, iron/ironing boards, and hair dryers.

CLT (long) — We are moving to the ideally situated Holiday Inn Center City, in the heart of

downtown Charlotte. This newly renovated hotel offers a wide variety of shops, restaurants and entertainment, all within walking distance. The rooms have iron/ironing boards, coffee makers and hair dryers. The hotel offers a rooftop pool, a jogging track and fitness room, as well as a ten percent discount in their restaurant. A special rate of \$5 a day is available to crews at the YMCA only three blocks away.

LAS — In response to the overwhelming requests from crews

laying over at the San Remo in Las Vegas, we did a Hotel Review the first week of August. We are the ONLY airline that lays over 'on the Strip.' The other major airlines (United, Delta, etc.) are located 10-15 minutes from the Strip.

We were very fortunate to find a large resort, the Palace Station, interested in our business. Palace Station is located 1/4 mile from the Strip. It's a very large complex, and has the largest casino area in Las Vegas. Palace Station has

numerous in-house restaurants: a Mexican Restaurant, Pasta Place, Pizza Place, Oyster Bar, reportedly the best Italian Restaurant in the city, Baskin Robbins, Krispy Kreme and a 24-hour Coffee Shop. The resort has two pools, an exercise room, a beauty shop, bingo place and a large game room. Our rooms, located in the Tower, are lovely and were renovated in 1999. Each room includes an iron/ironing board, coffee makers, adjustable shower heads, data ports and individ-

ual heating/air-conditioning controls. The hotel has 13 vans and they've offered that service to us as well. We have a separate sign-in area at the front desk and do not have to walk through a casino to get to our rooms. Across the street from the hotel are fast food eateries (i.e., In 'n' Out Burger and McDonald's), as well as higher end restaurants (i.e. Macaroni Grill and Landry's Seafood). Our move was effective September 30, 2000, and we are excited about our new Las Vegas Resort.

One reason for the confusion surrounding reschedules and reassignments is that Crew Schedule and Crew Tracking sometimes use the RA code on your HI1 for both reschedules and reassignments. If you look more closely at your HI3 and see a code 25 on the right side of the sequence, that is a clear indication that you have been rescheduled and not reassigned.

One recurring question is, what is considered legal notification for a reassignment or reschedule. Party contact by phone, or instructions from AA

personnel for a specific Flight Attendant or crew to contact tracking are both considered legal notification. ACARS notification is also considered legal for reassignments or reschedules, provided the notice contains specific information regarding the assignment.

Reassignments or reschedules are made without regard to monthly maximums. However, if you become over-projected, you have the right to have the balance of your schedule adjusted upon your return to base to bring it within the maximums (depending on your

option). If you have already exercised Option II and you are reassigned or rescheduled to additional flying, you do have the right to have your schedule adjusted back down to the hours that were on your schedule at the start of your sequence.


What happens if you were rescheduled due to a potential misconnect and you arrive at your original flight prior to its departure? If the flight has been re-crewed with reserves and you can perform the crew change without causing a delay, then you can resume your original

trip. You must contact Crew Tracking prior to departure to have your sequence modified.

In making reassignments or reschedules, Crew Tracking will attempt to keep a crew together. They will also reassign/reschedule reserves (if the reserve is legal for the flying) prior to line-holders.

You can refer to the following contract articles for more information on rescheduling and reassignments: Art.2.S. & T.; Art.8.I.; App. I., Art.8.I.; Art.9.O.; App. I., Art.9.O.; Art.9.P.6.; App. I., Art.9.P.6.;

Art.10.L.; App. I., Art.10.L.

We hope you find this information timely. We also hope your circumstances do not require you to refer back to it too frequently in your flying future. As always, carry your contract and please give us a call or send us an e-mail if we can help you in any way. 

CORRECTION:

In the September issue of Skyword, there were some questions raised about the percentage rates in the Scheduling "WHY AM I STILL ON RESERVE" article. To clarify: The percentage rate as originally written by Jena Hopkins was correct. The accurate number got lost somewhere in the translation between proofreading and printing and was reported as: (3rd paragraph, 2nd sentence) "Before the end of PVM staffing on the bidsheet, there were 3404 active Flight Attendants at DFW-D with approximately 450 of whom served reserve each month. This equates to 7.5 percent of the base on reserve". This sentence SHOULD have read: "Before the end of PVM staffing on the bidsheet, there were 3404 active Flight Attendants at DFW-D with approximately 450 of whom were on reserve each month. This equates to 13 percent of the base on reserve each month."

- Editor

SFO (Long) — We conducted a thorough review of SFO hotels, at the request of the Company. The San Francisco Hilton, our current hotel, is going to renovate one of its two 'towers', so they are raising the price for the remaining tower. We reviewed some fabulous hotels in San Francisco, many cheaper than the Hilton, but just as great. Flight Attendants let us know that they did not want to change hotels. The Company (much to our amazement), decided to honor our request

and keep the crews at the San Francisco Hilton. This decision is expensive for the Company. They are now paying over \$140 a night in SFO. GREAT! We also found some fabulous hotels to use when the Hilton is full.

INTERNATIONAL

BRU — At the request of the Company, we did a Brussels, Belgium review. Our crews love the Dorint Hotel but since they raised their prices over 18 percent, the Company wanted

to look around. We found two FABULOUS hotels in Brussels that wanted our business: The Crowne Plaza Brussels and the Hilton Brussels. Both hotels submitted lower bids than the Dorint (before the 18 percent increase); but the crews let us know that they wanted to stay at the Dorint. So, the final decision is to remain at the Dorint.

ZRH — The Company requested this review because the Zurich Marriott was raising its prices A LOT. The Zurich

Marriott is the only hotel large enough to handle our crews in downtown Zurich. It's a great hotel, located on the water, and within easy walking distance to the center of town. We reviewed many other hotels in Zurich, but both APA and APFA's firm opinion is: 'The BEST for our crews is the Marriott.' Much to our surprise, the Company has agreed to pay the large increase in room rates and we will remain at the Marriott. We are very pleased with that decision.

and I take pride in my work; but, I do not take pride in the employee/employer relationship. My brother is also a Flight Attendant for American and I saw him go through the strike seven years ago. When I came to work for American, I remember reading an article by Mr. Carty on my way to training, about how American was going to become a friendlier airline. I understood this to mean with passengers as well as employees. A successful company does not only make a huge profit: a successful company is one that makes a profit and their EMPLOYEES feel valued and respected. I

do not feel this has happened at American for a long time but it is time NOW. In *Skyword*, the article about, "Who was Millie Alford" made reference to the founder of American Airlines, C.R. Smith and how his management style was close to that of Herb Kelleher at Southwest Airlines. I think it is time we return to the roots of American Airlines and regain that attitude of valuing and respecting employees.

The reason Flight Attendants do not feel valued and respected? Think about this for a moment. You get dressed, drive through the traffic and come into work. When you get to work you hear, "You know what Jane, everything we were going to do today fell through, so go home and call us tonight and we will let you know if we have anything for you to do on

Saturday and Sunday (YOUR PLANNED DAYS OFF). I hope you did not have plans. Oh, if you cannot make up those days you won't get paid, even though you made arrangements for a heavy workload this month."

Protection for the last five days of the month is an insult. It is just like reserve. American wants my life to revolve around them and they know people will work because they have bills to pay. This is not right and it is basic. Several airlines have trip protection and it is time for American Flight Attendants to get it!

Ok, so you had a twelve-hour workday and now the only thing you have to eat is inside this little grey bag. I hope you are fulfilled and are able to keep up that good customer service and winning attitude that American hired you for.

There are more important issues than crew meals; however, this is an example of the disregard conveyed to the Flight Attendants about how we are valued by American. From what I understand, negotiations in the past

were done with the attitude of, 'you give up to get.' This is WRONG, when the company is making money, 'you get.' Then, when times are bad and the trust between employee/employer has been developed, employees are willing to give, and do what they need to do to keep the company afloat. This happens across the board and that includes management and even the CEO's.

I agree with what Jeff Bott said about changing the attitude like they have at Continental. It is possible, but it must start with the management team. Otherwise, we will fail at being the number one carrier from the inside out. You must understand that the Flight Attendants and other employees of American are frustrated when they hear the CEO is receiving a bonus of millions but we are denied basic issues like trip protection. The fact that profit sharing was used as a negotiating tool is also a RED FLAG. That is a bonus for working hard and an incentive to work even harder.

Pay increases are expected because we earn them and must have them to survive in this growing economy. Also, I must add, please listen to the results of the APFA reserve survey which will soon be presented to you by the negotiating committee. You will have a happier group of reserve Flight Attendants when they can have a life and be on reserve. One final note, the sick policy is also a way American insults their

employees. The only group that is not hassled about any sick calls are the pilots. Spread some of that respect around and see what can happen.

What can the company do to change this attitude? A good start is with contract negotiations. Give us trip protection, change the sick policy, improve reserve, leave availability alone and provide a matching 401k. Once we get a good solid contract, negotiations in the future will only need fine tuning. American will then be the number one carrier on the inside and on the outside.

I thank you for listening and I hope that you will make a difference. I am a team player and I want to stay with American Airlines. I fly with hard-working wonderful Flight Attendants. There are a lot of them out there and I want to hear them say, "YES, it is changing" instead of, "That's the way it has always been and it will never change." It must change, otherwise we will all lose faith and that cannot happen. I still have faith and I am waiting for a change, IT IS TIME!!!!!! 🙏

Sincerely,
Denise K. LaRue
SFO 564855
CC: APFA

Dear Jane,

My name is Denise LaRue and I have been a Flight Attendant for American for a little over one year. I read the Skyword front to back and I found myself saying AMEN many times as I read several of the articles. I have been in the industry for 14 years and I know what is possible with contracts and employee/employer relationships. I hope you read this letter and hear what I am saying, because many of our employees feel this way. Something must CHANGE before it is too late. The letter from Scott McKinney said a lot and I hope the company listens.

Let me first say I am proud of the service we provide at American

Dear Jeff (Bott) and Leslie (Mayo),

First of all, I thank you both for responding to my prior e-mails. I must also state here that many of us at JFK are very proud of our former "family members".

I've just read some of the latest issue of **Skyword**. The two articles that I read completely were the ones authored by Jeff (Bott) and Patt Gibbs. (Patt's article should be published nationwide). It was after reading about these two subjects that I began to feel some agitation: Jeff's article dealt with the "unannounced rides" and Patt's dealt with something far more serious: Life, itself.

I guess I'm agitated and angry because I was instructed from day one to "personalize" my transactions with another human being. And what does AAL do with, and towards its employees? The yellow cover of our October bid sheet states "AMERICAN CARES" and goes on to say this program "provides the opportunity for employees to impact an almost unlimited variety of charitable causes and community initiatives through cash gifts, payroll deductions..." blah, blah, blah. Below that is "GIVING FROM THE GROUND UP", a fund

raising campaign. (I guess we have been "ground up" enough to give to anyone!) Further, on page 5, we are informed that we are expected to attend the 'YOUR WORLD' seminar!

I guess what I'm stating here is that I, for one, am having a really hard time dealing with the absolutely blatant insanity and schizophrenic nature of AAL's way of doing business. I think that rather than sending out luggage tags that proclaim "IT'S ABOUT TIME", "ENOUGH IS ENOUGH" would have been more apropos! I'm just so tired of the traditional way of dealing with the "machinations" of AAL. Are there no other creative ways of dealing with them? I'm really not looking for answers here. It's just that the last few months of negotiations, events, etc., has me looking for other than what is "tradition" because we seem to be going around in the same, unnecessary circles and the dust of it all is beginning to smart.

This brings me to something I have witnessed about myself, about us. After about twenty something years under the employ of AAL, at JFK, I can not only say that I have worked with some of you, but I have "grown up" with you. What

has disturbed me is that here I have been amongst one of the most diversified, caring, wonderful groups of people a person could ask for. A collection of people that would bake cookies, march, run, work extra trips, plan parties, wash cars, clean houses, scrub floors, etc. for some stranger's distant relative, or for a complete stranger. Yet we have such a hard time "showing up" for ourselves. I ask you what's up with that? Have we somehow accepted the label "dysfunctional" placed on us by AAL?

I, you, we, are no less than Rosa Parks, Betty Freidan, Harvey Milk, Nelson Mandela, et al. They just put ENERGY behind their world, what they believed in, however small. It's what THEY believed in. In fact, in Mr. Mandela's inauguration he states that none of us are "born to play small".

I've said my peace here, or part of it. I hope you understand what I am trying to say. This whole situation stinks. What is wrong should be corrected immediately; period. As in the case of Elizabeth Aulin. We all got "riled up" when we heard that they took away our Profit Sharing. But did you feel as upset when (referring to the ghost ride outcome of, for

example, Elizabeth Aulin) they took away our dignity?

Just something we need to think about. Maybe this will open the lid to those "boxes" that have restricted the flow of Life!

In Unity,
Brent Fleming
JFK based

a letter to the Editor



Leslie Mayo
Skyword Editor
APFA National
Communications Coordinator

REMEMBER NOVEMBER PICKETING AND PARTYING

*Prepare to Picket and Party!
November 18, 2000
11:00 AM - 3:00 PM Local
Base Time
Show up in uniform prepared to
picket and party afterward.
For more information:
Check the APFA Bulletin Board
Call the APFA HotLine
Check the Web Site at www.apfa.org
Call the Membership Action
Committee at HDQ Ext. 8743
Are you a commuter? Call
800.395.2732 Ext. 8743 to see if
your city will be Picketing on
November 18th.*

Base Field Reports

DCA-I

As per an HI6 message from Donna Snepp, there will be “unannounced check rides” on specific markets. DCA-I might be affected on Dallas-Ft. Worth and San Juan flights. Continue to provide the safety and service our customers have come to expect, including taking your jumpseats after the safety demo and cabin compliance. Please don't take preferences during taxi. Check seat belts, etc. immediately following the illumination of the sign. If you have any questions, call Robin or Cindy. The new telephone number for Cindy Ahalt is (703) 443-8119. Robin is still heavily involved in negotiations but can be reached at (703) 690-3700.

Robin Madison
DCA-I Base Chair

Cindy Ahalt
DCA-I Vice Chair

RDU-I

To start, a quick FYI regarding IOD's and OE's: Yes, it is unfortunate, but if you lose an OE trip due to an IOD you will not get paid for the OE. On a lighter note, we had a good turnout for the APFA Labor Day leafleting campaign. We thank our RDU leafleteers for their efforts and show of Unity. You made the day a great success!

In Unity,
Peggy Turley
RDU-I Base Chair

Fiona MacPherson-Bowers
RDU-I Vice Chair

LAX-I

This is just a reminder to all Flight Attendants to remain with their luggage until it is stowed in the limo or van and to make sure that the driver or another crew member is watching any time the trunk is open and luggage is exposed. We have reports of luggage being stolen from the bus at the Thistle Hotel in London.

Also, make sure if you ever find yourself in an unpaid status, that you check your paycheck stub upon your return to the Company, and that all proper deductions are correct, i.e., union dues, long term disability, California State Disability, etc.

In Unity,
Sandra Mitchell
LAX-I Chair

Sherri Cappello
LAX-I Vice Chair

DFW

We are addressing many issues regarding Love Field flying, one of which is the lack of comfort in Operations. Thanks to so many of you for calling the DFW Office to address the poor conditions at Love Field (sitting on the floor, etc.). Our Regional Manager informs us we will soon have more comfortable seating in the Operations area.

Bid Sheet

If the DFW APFA office could build a bid sheet, we would have a great mix of 3 on, 4 off for everyone who wants them, enough commutable lines for those who commute, and enough turns for those who desire turns. We would also have no more than 50 people on reserve. The truth is, we don't build the bid sheet. We are meeting with Planning each month to handle your bid sheet concerns and your input is always appreciated. Through those meetings we have been able to bring new wide-body flying into the base and are consistently addressing the concerns with the quality of narrow body flying. As always, your written reports are valuable and we appreciate all your input.

In Unity
Kim Boyett Chris O'Kelley,
DFW Base Chair DFW Vice Chair

SFO

NEW YORK LAYOVERS: Attention all Flight Attendants who fly to NYC. There is a pull out survey on the NY Hotel in the center section of the September *Skyword*. Please fill it out. If we change hotels, it is based on Flight Attendant feedback. If you like the hotel and don't want to move you need to fill out the survey to say so!

LABOR DAY LEAFLETING: Dana Davis, Western Division InfoRep Coordinator, Mark Grossheider, SFO InfoRep Captain, Catt Napper, SFO Vice Chair, and I, would like to thank all the volunteers that came to SFO and SJC on Labor Day for leafleting and to spread our message: “WE SHARE THE AIR”.

PROFESSIONAL STANDARDS: We continue to deal with F/A's writing up other F/A's which may result in discipline. Please, remember to call your Professional Standards Rep at (800) 395-2732, Ext 8621.

MONTHLY BASE MEETINGS: As a reminder, monthly meetings are held on the last Wednesday of every month, 10am–12noon, at TWO Local 505, 1521 Rollins Road, Burlingame.

In Unity,
Jenny Syracuse
SFO Base Chair

Catt Napper
SFO Base Vice Chair

DCA

As many of you know, we had a vacancy in the DCA Vice-Chairperson position, so “Willingness to Serve” notifications were mailed to our base per the APFA Constitution Section 8.B. When I became Chair in April, I appointed Zelda Barnes to the position. Zelda has been a tremendous help and served DCA very well. I am thankful for her assistance during the past several months. Zelda is looking forward to returning to flying full time and spending more time with her family. Again, many thanks go out to Zelda for her hard work.

LAX

We are still receiving many reports that LAX Flight Service Managers and Attendance Managers are not returning phone calls at all, or, in the same timely manner that they expect Flight Attendants to return calls. What is worse, some resort to issuing discipline based solely on the fact that they weren't playing "phone tag" properly. If you have been notified that Flight Service Management must speak with you and you attempted to respond to your Flight Service Manager and/or Attendance Manager, you have fulfilled your obligation. It is neither your job, nor your responsibility, to track these managers down. If a directive or discipline was issued following an attempt to respond to one of these managers, please make sure that you keep documentation of the dates and times you attempted to contact a manager from Flight Service, so that we can file a Notice of Dispute on your behalf.

It has been brought to our attention that in SNA agents have been told not to give Flight Attendants First Class seats when they are deadheading on A1/A3 passes, even if First Class is available. This practice is not in compliance with Company policy for deadheading crew members and documentation is crucial in order to file a Base Grievance.

In Unity,
Nancy Brown John Nikides
LAX Chair LAX Vice Chair

Tim Weston was duly elected on September 15. Many of you may have spoken to Tim over the past several months, while he worked both the Contract and Scheduling desks at APFA headquarters. Tim is very excited about representing the Flight Attendants of Washington and I am looking forward to working with him.

Robert Valenta Tim Weston
DCA Chair DCA Vice Chair

IDF

IDF Base Meetings are a wonderful way to stay informed on all the latest issues affecting you at IDF. Meetings are held the second Tuesday of every month at 1100 AM at APFA Headquarters. Bob and I know that many of you can not attend, so if you would like to receive the information discussed at Base Meetings in e-mail form, please send your request along with your e-mail address to chidf@gte.net. I will be happy to provide you with a synopsis of issues and discussions. The next Base Meeting will be November 14th at 1100 AM at APFA HDQ.

Please make sure that you accomplish 15 minute walk-thrus and compliance checks on every single trip you fly, regardless of a suspected UOR or a known Announced Ride. These two important procedures are our responsibility and failure to do so could result in a less than satisfactory result in case of a UOR.

Steve Watson Bob Walker
IDF Base Chair IDF Vice Chair

BOS-I

Deadheading Crew Members

Crew Members shall be accommodated in premium cabins based upon their classification and check-in time. They shall be placed on the airport priority list as they check-in. It is not appropriate to place Deadheading Crew on the priority list in advance using the /NS/ list. Please refer to N*APS97067 in Res. Pull a hard copy and carry it with you!

Revisions and Bulletins at EPT's / RDT's

Safety Manual Revisions will be available at EPT's/RDT's if the issuance date of the revision is on any date other than the 15th of the month. For example, Revision 28 is issued on April 15th. This Revision will not be available at training, but Revision 29 issued on April 23rd will be available at training. Also, all Bulletins will be kept on file for up to 15 days after the issuance date. Should two Bulletins be issued simultaneously both will be made available at training. This change is a result of system wide calls received at APFA Headquarters.

Jennifer McCauley Eugenio Vargas
BOS-I Chair BOS-I Vice Chair

ORD

Ghost Rides are being conducted on market specific routes. You can find a list of the current routes on the bulletin board. If an unfavorable ride is observed, your Supervisor will be notified and you will be required to discuss this situation with him/her. Please notify either Liz or Steve if you're involved in this circumstance. Remember your 15-minute walk-throughs!

APFA Rep-in-Ops Day is the 18th of every month in K-19 Operations. Stop by to have your voice heard, your questions answered, or just to say hello. New Hires are arriving every week. Please assist them in any way you can.

Write-ups are still out of control. Please call your Professional Standards Rep as needed. Writing up a fellow Flight Attendant benefits no one, and can lead to discipline. Give your coworkers the benefit of the doubt.

ORD Professional Standards: 800.395.2732, Ext. 8615

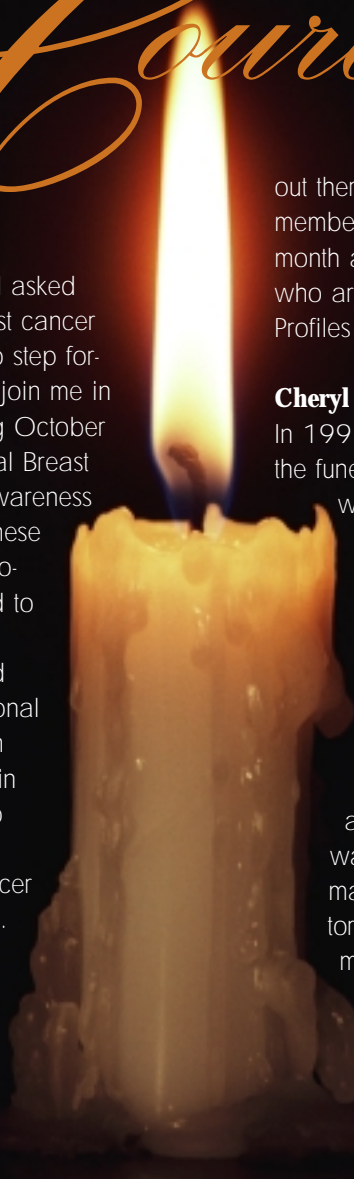
Liz Mallon Steve Wilson
ORD Chair ORD Vice-Chair

Profiles in

Courage

by Patt Gibbs

Last month I asked other breast cancer survivors to step forward and join me in celebrating October as National Breast Cancer Awareness Month. These special people agreed to have their names and other personal information published in **Skyword** to help build breast cancer awareness. While I know there are many, many more survivors



out there, the following APFA members are to be honored this month as the real "Survivors" who are willing to share their Profiles in Courage.

Cheryl Jahreis – IDF

In 1991, Cheryl was attending the funeral of her mother, and while showering, she brushed the side of her left breast and felt a shooting pain in her breast. She also felt a small lump. At the time, she wasn't too alarmed because she believed that if you had pain associated with a lump, it was probably just a benign mass or cyst. Cheryl's doctor performed a regular mammogram and a diagnostic mammogram.

Both results were read as a benign mass by the radiologist.

Cheryl had a gut

feeling that something was wrong. She counseled with her surgeon, who agreed to perform a biopsy. Initially, the report following the surgical biopsy was promising. However, the following day, Cheryl learned from her doctor that the tumor contained several cancer cells of the invasive type. Cheryl remembers to this day the doctor telling her that they weren't certain that they had removed all the malignant cells; it could just be the "tip of the iceberg." On September 13, 1991, Cheryl had a double mastectomy. Both breasts contained multiple tumors. Cheryl went through chemotherapy treatment and other adjuvant therapy and returned to flying. In September, Cheryl celebrated her ninth year as a survivor, and is a great role model for those of us who followed in her footsteps. Cheryl wants you to remember, "It's just a myth — that if you have pain in your breast and find a lump — that it isn't cancer. Follow your instincts about your body. If you don't feel right about your diagnosis, don't just accept that opinion; get another one!"

Leslie King Lindberg – ORD

In 1999, Leslie was overdue for her mammogram. It had been almost eighteen months

since her last test. However, Leslie was in great health and had no signs that anything was wrong. Leslie knew that she had to complete her mammogram before visiting her gynecologist, so she scheduled a routine mammogram. A few days after the test, she was contacted for a diagnostic mammogram. The radiologist who had read the x-rays discovered a potential problem area. On July 23, 1999, Leslie had a mastectomy and two subsequent surgeries. Leslie's mother died of lung cancer the same year that Leslie was diagnosed with breast cancer. Leslie's mother also was a breast cancer survivor and had taken tamoxifen. Leslie wants you to remember that "early detection is essential to survival. Just because you are in good health it doesn't mean that something isn't going on inside your body. If it had not been for the mammogram I would never have detected my tumor at such an early stage. Your life depends on early detection".

Some Flight Attendants (especially males) refuse to do breast self-exams (BSE's). They're afraid they'll find a lump and won't be able to handle that knowledge (even if the lump turns out later to be benign).

You should treat your breasts as you would any other part of your body: examine them regularly for lumps, discharges, and other unusual changes. Anything out of the ordinary should be brought to your doctor's attention. You cannot just rely on BSE's. Women are likely to miss the smaller tumors, or a tumor buried deep within the breast tissue or in the lymph nodes, whereas a mammogram can detect cancers smaller than a pea. A clean family history is no guarantee that you won't develop breast cancer. Heredity is a factor in five to ten percent of breast cancer cases. If your family has a history of breast cancer you should consider genetic testing, an expensive procedure, to give you a clearer idea of the risk breast cancer poses to you. Research also shows that estrogen is linked to breast cancer. You may be at an increased risk if you are on hormone replacement therapy.

Joining Cheryl, Leslie and me are the following "Survivors" whose real life stories of survivorship are equally compelling:

Debra Lang DePaulo – LAX

Debra has been a survivor since March 1999, after numerous surgeries and learning through genetic testing that she has the

BRAC 1 cancer gene.

Elisabet Aulin – JFK

Elisabet is a two-time survivor after being diagnosed the first time in 1975, and again in 1997. Elisabet celebrates her twenty-fifth year and her third year as a survivor.

Mona Adams – IDF

Mona is also a two-time survivor after being diagnosed the first time in 1984, and again in 1995. Mona celebrates her sixteenth year and her fifth year as a survivor.

Star Johnson – MIA

Star is a two and half year survivor. She did the Susan G.

Komen Race for the Cure on October 21st.

Jane Buhrow Taylor – IDF

Jane is a four-year survivor.

Meg Oneill – JFK

Meg is a one-year survivor.

Debbie Stagner – DFW

Debbie celebrates three years of survivorship this month!

Margaret Tarantine – DFW

Margaret is a ten-year survivor.

Barbara Schutz – IDF

Barbara is a three-year breast cancer survivor.

Teri Robberson – IDF

Teri is an eight-year survivor.

Kay Crabtree – DFW

Kay is a three-year survivor.

Janis Turner – JFK

Janis is a four-year survivor.

Denise Siennicki – MIA

Denise is a two-year survivor.

Joann Shannon – IOR

Joann is a seven-year survivor.

Bobby Lennie – BOS

Bobby is a one-year survivor.

Carol Spence – SFO

Carol is a one-year survivor.

Survivor's stories are good medicine for those dealing with breast cancer and for those who may have a friend or family member with breast cancer. How much do you know about breast cancer?

Getting breast cancer is not the end of the world. It is, however, the beginning of the fight ... to battle the disease and survive it. For more information contact the following websites:

The American Cancer Society's Breast Cancer Network

www2.cancer.org/bcn

American Medical Women's Association

www.amwa-doc.org

CancerNet

cancernet.nci.nih.gov/patient.html

Y-Me National Breast Cancer Organization

www.y-me.org

Women's Cancer Network

www.wcn.org

Cancer Care, Inc.

www.cancercareinc.org

OncoLink: University of Pennsylvania Cancer Center

www.oncolink.upenn.edu/BreastCancer.net
breastcancer.net/bcn.html

Internet Male Breast Cancer Group

interact.withus.com/interact/mbc

The National Breast and Cervical Cancer Early Detection Program

www.cdc.gov/nccdphp/dcpc/nbccedp

Susan G. Komen Breast Cancer

Foundation National Website

www.komen.org

National Breast Cancer Awareness Month Website

www.nbcam.org

SusanLoveMD.com A Web Site for Women

www.susanlovemd.com

The Breast Clinic

www.thebreastclinic.com

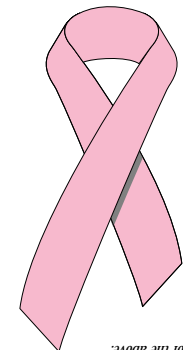
Breastcancerinfo.com

www.breastcancerinfo.com

Department of Defense: Breast Cancer Decision Guide

www.bcdg.org

The U.S. Postal Service supports breast cancer research by selling Breast Cancer Awareness stamps during October and year-round. The stamps cost 40 cents and are available at post offices. Net proceeds above the cost of postage go to the National Institutes of Health and to the Department of Defense; both groups conduct breast cancer research.



The correct answers to the quiz questions are:
1.) Heart Disease: 2.) 70% 3.) All of the above.
4.) 97%: 5.) Every year.
6.) 64: 7.) 95: 8.) None of the above.

Take this quick quiz to test your knowledge of breast cancer:

1. More women will die this year of:

- Auto accidents
- Cervical cancer
- Breast cancer
- Heart disease

2. Of all biopsies of breast lumps, what percentage is negative (not cancerous)?

- 20%
- 50%
- 70%
- If a lump requires a biopsy, it is always cancerous

3. Your risk of getting breast cancer is higher if you:

- Have a sister who had breast cancer
- Started your period before age 12
- Had your first pregnancy after age 30
- All of the above

4. Five years after having a breast cancer that is diagnosed early, what percentage of women are cancer-free?

- 30%
- 65%
- 85%
- 97%

5. Women age 40 and up should have mammograms:

- Every year
- Every two years
- Only occasionally if they do monthly breast self-examinations
- Not unless they are at high risk

6. The median age for breast cancer diagnosis is:

- 40
- 45
- 64
- 73

7. A woman has a one in eight chance of getting breast cancer at age:

- 30
- 43
- 67
- 95

8. Breast cancer kills how many more women compared to heart disease?

- Twice as many
- Three times as many
- Ten times as many
- None of the above

See end of this article for the correct answers

T2, N1, M0

soon as possible. My first reaction was that I needed some time to comprehend

all of this, and I wanted to consult with other specialists regarding my cancer. The diagnosis revealed infiltrating ductal carcinoma, the most common type of breast cancer.

During the next two weeks, I had several consultations with doctors and an oncologist regarding my case. The hardest day for me was the day that I went to pick up my pathology results from the lab.

When I received the slides, I remember feeling the weight of a bowling ball in my hands. I went to my car and just sat for several minutes. The slides had a case number for identification, and I knew that this number was mine.

On June 26, I had the modified radical mastectomy. I kept thinking about this very big word — **MASTECTOMY** — and what it meant. How would I look, and would I feel different? In my early years I remember hearing about my aunt's procedure, but never knew of any males who had this type of surgery. The surgery itself was fast and my entire family was there for support.

The surgeons removed all of the remaining cancerous area along with five lymph nodes. Only one of the nodes was positive. In one of my earlier physicals the doctors had mentioned that one of the lymph nodes felt swollen, but they were not sure if the previous

surgery had caused the swelling

The first sight of my scar startled me, but now it looks beautiful. I chose to remain overnight even though the surgery is considered an outpatient procedure. Prior to my release from the hospital, the nurses wanted to make sure that I could walk without assistance. I had two drains attached to my side for fluid drainage from the incision area. As I strolled through the halls of the hospital, one of the nurses had to cover my backside. I was so glad to be up and around that I forgot about the loose fitting hospital gowns!

Once the surgery was complete, the road to recovery began. With the cancer removed and the pathology report verified, treatment options followed. My treatments will consist of 12 weeks of chemotherapy using two drugs, followed by 12 weeks with a different drug, in three week intervals. After the chemotherapy sessions I will begin hormone therapy. My test revealed that I was estrogen receptor-positive. Approximately 85 percent of all male breast cancers are positive for this hormone. I will take pills that work in part by interfering with the activity of estrogen. An oncologist determined that I was not a candidate for radiation therapy.

The National Cancer Institute's web site has been very helpful in providing information about male breast cancer. Another helpful source has been the John W. Nick

Foundation, Inc. I recently spoke with Nancy E. Nick; president of the foundation named in memory of her father. Nancy lost her father to male breast cancer and is on a mission to help eradicate breast cancer in men and women through education, prevention, early detection and state-of-the-art treatment. Hopefully, a new procedure using laser mammography will help in the early detection against breast cancer.

Education is the key to survival. The actor Richard Roundtree "Shaft," underwent a mastectomy several years ago and has spoken about male breast cancer on several talk shows. His article in the April 24, 2000, issue of People magazine is a very interesting one. I have had the pleasure of corresponding with Mr. Roundtree via e-mail, and hope to meet this fine gentleman. The June issue of Esquire magazine also has an article about survivors of male breast cancer. I have had the opportunity to speak with several of these survivors, and this has been very rewarding for me. This article provided additional information on breast cancer organizations.

How does a diagnosis with breast cancer affect flying status? According to the ALPA Aeromedical Office in Aurora, Colorado, each cancer case is reviewed on a case-by-case basis. Medical certification is considered after completion of treatments and recommendations by the treating physician.

Male Breast Cancer is rare, but not as rare as one would think. I have been fortunate and will attest that faith, family, and friends have been the cornerstone to my recovery.

T2-tumor more than 2.0 cm but not more than 5.0 cm in greatest dimension

N1-auxillary lymph nodes affected (one)

M0-No distant metastasis (spread)

This is my case; do not let it be yours. Early detection is the key!

Sincerely,
Capt. E.J. Wilson
Alaska Airlines
Seattle, Washington

Helpful Web sites:

National Cancer Institute
<http://www.nci.nih.gov>

John W. Nick Foundation, Inc.
www.johnwnickfoundation.com

Male Breast Cancer, Information Center
<http://interact.withus.com/interact/mbc/>

Susan G. Komen Breast Cancer Foundation
<http://www.breastcancerinfo.com>

National Library of Medicine's MEDLINEplus
<http://medlineplus.gov>

<i>S</i>	<i>M</i>	<i>T</i>	<i>W</i>	<i>T</i>	<i>F</i>	<i>S</i>
1	2	3	4 <small>INFOREP HOTLINE UPDATED</small>	5	6 <small>HOTLINE UPDATED</small>	7
8	9	10 IDF BASE MEETING AT APFA HDQ 1100 AM	11 LAX BASE MEETING AT LOCAL OFFICE 1200 PM DFW BASE MEETING AT LOCAL OFFICE 1100 AM <small>INFOREP HOTLINE UPDATED</small>	12	13 <small>HOTLINE UPDATED</small>	14
15	16	17 BIDS POSTED 0001	18 DFW/IDF REPS IN OPS DAY TERMINAL A OPS 10 AM <small>ORD REPS IN OPS DAY</small> <small>INFOREP HOTLINE UPDATED</small>	19 DFW/IDF REPS IN OPS DAY TERMINAL C OPS 10 AM	20 <small>HOTLINE UPDATED</small>	21 BIDS CLOSE 0001
22	23 ORD REPS IN OPS	24	25 SFO/SFO-I BASE MEETING 10 AM <small>INFOREP HOTLINE UPDATED</small>	26 BIDS FINAL 2400	27 LAST 5 DAYS OF THE MONTH <small>HOTLINE UPDATED</small>	28 LAST 5 DAYS OF THE MONTH
29 LAST 5 DAYS OF THE MONTH	30 LAST 5 DAYS OF THE MONTH	31 LAST 5 DAYS OF THE MONTH CONTRACTUAL MONTH ENDS HALLOWEEN				

NEGOTIATIONS WITH AA HIGHLIGHTED IN ORANGE
 NEGOTIATIONS PREP HIGHLIGHTED IN BLACK

NOTE: DATES ARE SUBJECT TO CHANGE

November

<i>S</i>	<i>M</i>	<i>T</i>	<i>W</i>	<i>T</i>	<i>F</i>	<i>S</i>
			1 <small>INFOREP HOTLINE UPDATED</small>	2	3 <small>HOTLINE UPDATED</small>	4
5	6	7 ELECTION DAY	8 LAX BASE MEETING AT LOCAL OFFICE 1200 PM DFW BASE MEETING AT LOCAL OFFICE 1100 AM <small>INFOREP HOTLINE UPDATED</small>	9	10 <small>HOTLINE UPDATED</small>	11
12	13 DEADLINE TO SEND ALL SIX POSTCARDS FROM CENTER SECTION OF SKYWORD TO AMR BOARD	14	15 DFW/IDF REPS IN OPS DAY TERMINAL A OPS 10 AM <small>INFOREP HOTLINE UPDATED</small>	16 DFW/IDF REPS IN OPS DAY TERMINAL C OPS 10 AM	17 BIDS POSTED 0001 <small>HOTLINE UPDATED</small>	18 "REMEMBER NOVEMBER" MASS RALLY
19	20	21 BIDS CLOSE 0001	22 <small>HOTLINE UPDATED</small> <small>INFOREP HOTLINE UPDATED</small>	23 THANKSGIVING APFA HDQ CLOSED	24 APFA HDQ CLOSED	25
26 BIDS FINAL 2400	27 LAST 5 DAYS OF THE MONTH	28 LAST 5 DAYS OF THE MONTH	29 LAST 5 DAYS OF THE MONTH SFO/SFO-1 BASE MEETING 10 AM <small>INFOREP HOTLINE UPDATED</small>	30 LAST 5 DAYS OF THE MONTH	1 LAST 5 DAYS OF THE MONTH <small>HOTLINE UPDATED</small>	

NEGOTIATIONS WITH AA HIGHLIGHTED IN BLUE

NOTE: DATES ARE SUBJECT TO CHANGE

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Joann Matley, APFA National Contract Coordinator

You've been out there for a few months now, flying your trips. The difference between theory and practice is apparent. Practice does make you quicker, doesn't it? Are you amazed at how far you've come? How about the stories that you've heard in the vans and in the galley? It's all a little overwhelming. Just when you get into a pattern, you find yourself on a jet coming back to DFW to attend Progressions. The good news is, you are half-way through probation. Only 3 months to go.

Progressions is intended as a learning tool for you — an opportunity for you to reconnect with your classmates and share your experiences. APFA is present at Progressions to remind you that we are here for you during your probation. We

have been invited to mix and mingle with you during the registration period, usually from about 11 AM to 1 PM. We want to give you the opportunity to ask questions and visit with us.

I enjoy watching all of you interact. It provides me with the rare opportunity to watch a whole class of probationers—your mannerisms, your body language, the way you congregate... I look at you and know something that you don't. I know that you are our future. In each of you there is a future Base Chair, a future Contract Coordinator, even a future APFA President. And to that end, you must learn the lessons of our past and respect that past.

American Airlines stewardesses

were first organized by the Air Line Pilots Association in 1947. They were the only airline pilot union at the time. They placed the stewardesses in a special auxiliary body without any power or ability to influence the Union's policies. They could not even vote for the top officers of the Union. The Union representing the AA stewardesses broke away from ALPA in 1956, and in 1961 they joined the ground crews' Union (Transportation Workers Union). In 1973 the federal government renamed the cabin position on a commercial airline. The new class and craft was given the unisex title of Flight Attendant. AA Flight Attendants remained TWU until 1977.

In 1977, the APFA won a national mediation representation election for the AA Flight

Attendants and APFA's independent history began. Following government certification as the collective bargaining agent of the AA Flight Attendants, APFA elected its first administration of National Officers in 1978. The first contract was ratified by the membership in 1979. The other APFA work agreements were negotiated in 1981, 1983, 1987, and 1995.

The most difficult collective bargaining period to date in the APFA's history resulted in a 5-day strike in 1993. Following the strike in 1993, both parties entered into an interest arbitration process for resolution of strike issues, at President Clinton's urging.

No doubt you have heard the talk about the strike in 1993. One thing you should

never forget as a probationer is that this is a Union Shop. We are brothers and sisters in this Union. No probationer who went on strike in 1993, lost their job as a result of exercising their constitutional right by striking.

We are a long way from that place. We are bound by the perimeters of the Section 6 bargaining under the Railway Labor Act. APFA and the Company want to get to a contract. We both have interests to protect and to promote. The best way to begin learning about those issues is to discuss them.

Hope this helps take some of the mystery out of what you have heard on the line. If you have questions, use every resource at your disposal to get answers. See you at Progressions.

