



**the Countdown  
Continues**

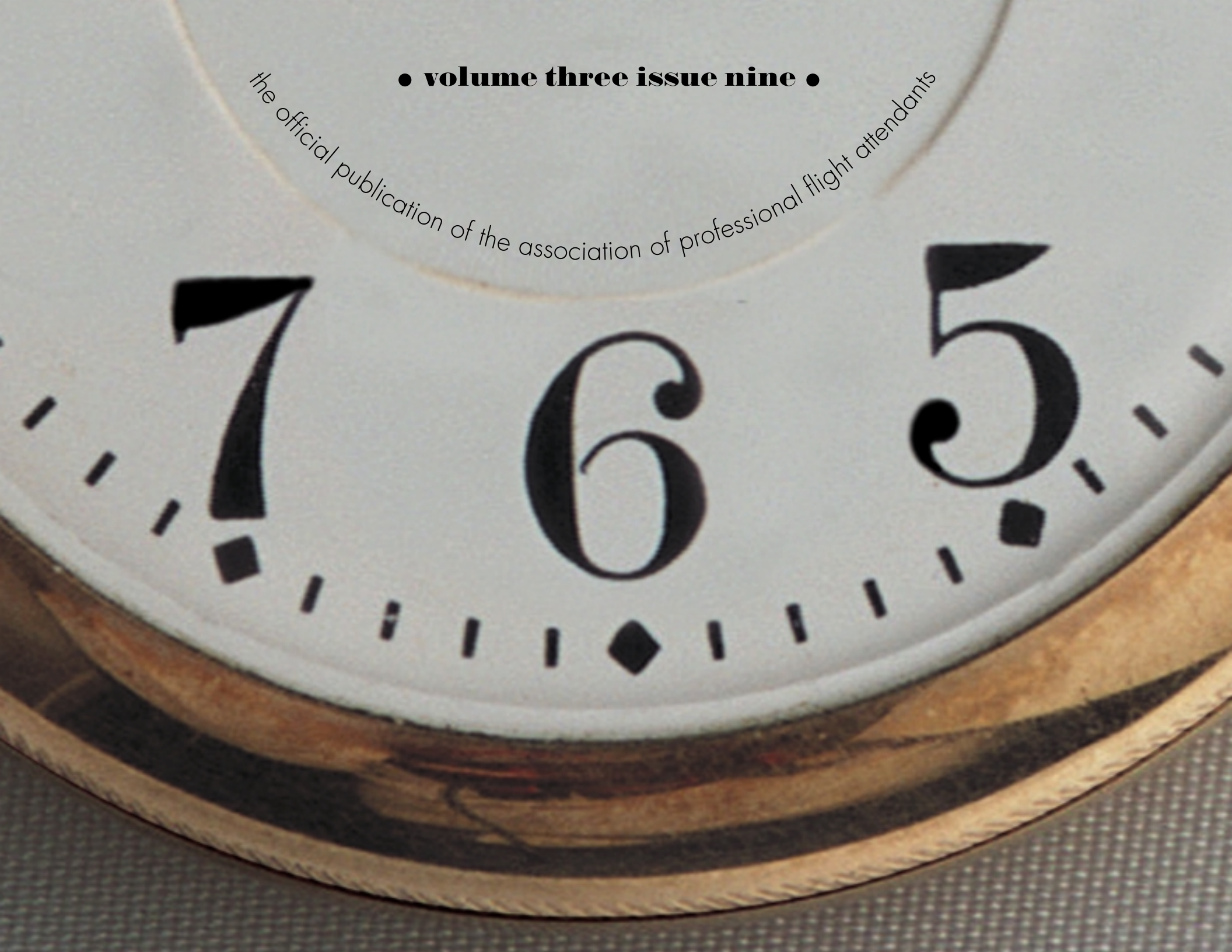
volume three

issue nine

**SKY**word

● **volume three issue nine** ●

*the official publication of the association of professional flight attendants*



# table of Contents

## reports

- 4 President's Report
- 6 Vice President's Report

President John Ward  
Vice President Jeff Bott  
Secretary Linda Lanning  
Treasurer Juan Johnson  
Editor Leslie Mayo  
Graphic Designer Skylar Turner

## features

- 8 • The Grass Is Always Greener Part 2, *by Team 2000*
- 10 • It's About Time!
- 11 • Action Page
- 12 • InfoRep Page, *by Trice Johnson*
- 16 • Base Field Reports
- 18 • Remember November
- 22 • How to Keep the Wolf from the Door While Walking the Picket Line
- 24 • Willingness To Serve
- 27 • Calendar

Call the  
Hotline  
800.399.2732

HotLine Information Tape 800.399.APFA  
(Tape Updated Weekly)

Internet Address [www.apfa.org](http://www.apfa.org)  
E-Mail Address [apfa@apfa.org](mailto:apfa@apfa.org)

**APFA Headquarters** 1004 West Eules Boulevard  
Eules, Texas 76040  
Toll-Free (800) 395-APFA  
or  
Local Metro (817) 540-0108  
Fax (817) 540-2077

**Chicago Office** 8410 Bryn Mawr Ave.,  
Suite 400  
Chicago, Illinois 60631  
(773) 380-1202

**Los Angeles Office** 8639 Lincoln Blvd.,  
Suite 200  
Los Angeles, California 90045  
(310) 649-2818

**Dallas/Ft. Worth Office** 222 W. Las Colinas Blvd.  
Suite 1650  
Irving, Texas 75039  
(972) 444-2500



Copyright 2000 by the APFA. All rights reserved. No part of this publication may be reproduced in any form without written permission of the APFA.

The views expressed in *Skyword* do not necessarily represent those of the APFA. APFA does not endorse any medical procedure, medical practice, product or service that may be mentioned or advertised in *Skyword*.

### **Skyword** Editorial Policy

Submissions to *Skyword* are due by the first day of each month for publication on the following month.

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.

*Skyword* is published ten times a year by APFA, 1004 West Eules Bvd., Eules, Texas 76040. Postage paid at Arlington, Texas.

## President's Report



**John Ward**  
APFA President

In light of the Company's recent announcement that third-quarter profits were \$322 million, we are justified in thinking that AMR's continued outstanding financial performance should translate into a fair and equitable contract for us. It is our professional service, after all, that helps fill all those seats. Unfortunately, that hasn't happened yet. Nor, do I believe,

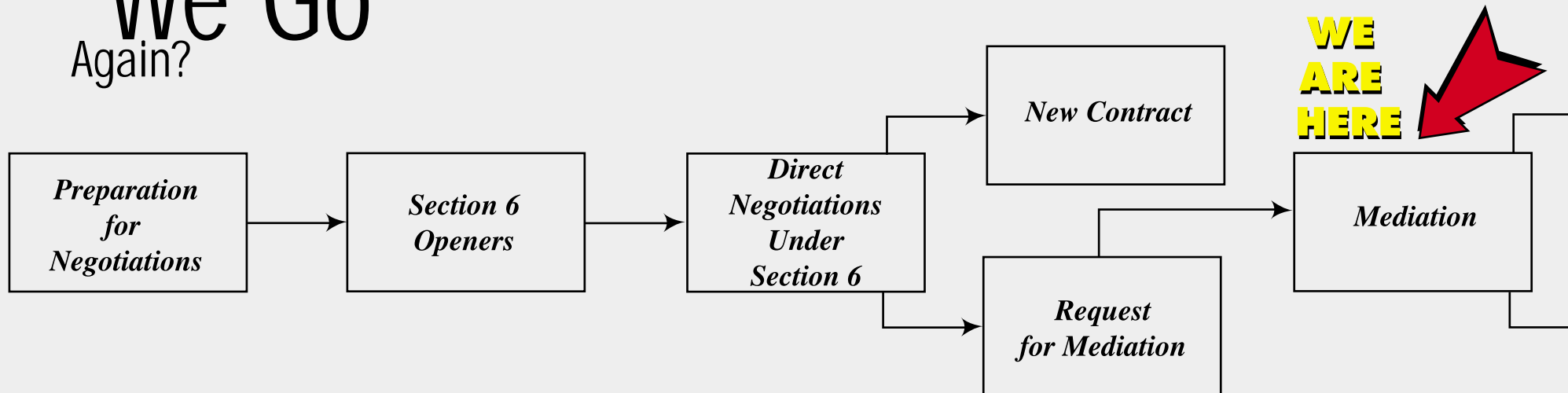
will it happen unless the Company realizes that those "cheery rebels," as we Flight Attendants were referred to by Newsweek during our 1993 strike, are getting more than a little perturbed that the Company is not forthcoming at the bargaining table with a contract proposal that meets our needs. More important, they need to realize that

although a strike or other sort of job action is not what we want, that is exactly what may happen, at an appropriate time and in accordance with the law, should the Company choose to continue on this path.

Don Carty, when recently asked whether there had been any signs of labor unrest within

the Flight Attendant group, replied that there were none. Could he really not know? If not, is it any wonder why morale has declined to such levels? Perhaps when he sees hundreds, if not thousands, of Flight Attendants informational picketing at airports across the system, he, as well as many others, will notice the "signs" of labor unrest.

Here  
We Go  
Again?



November 18th has been chosen as the date for our "Remember November" informational picketing for a reason. Do you remember November? November 18, 1993 was the date on which we launched our five-day strike against American Airlines. Because more than 6,000 Flight Attendants have been hired since that time, it will be up to those of us who were here then to share what we know and remember about that

time with those who were not. As these negotiations intensify, be prepared to be assaulted by a barrage of Company propaganda. If history is any indicator, the Company will resort to one of its favorite tactics and will soon be sending us letters, telegrams, videos, etc., which will attempt to put a positive spin on its unacceptable contract proposal. We must remain strong and unified now, just as we did in '93.

This November 18th, please plan to participate in this important event. We need to be out in full force. There will be informational picketing from 1100-1500 at every base city and at several commuter cities. We will also be changing our bag tags to read "7, 6, 5, . . ." on this date. The Company must see that we are unified if we are to avoid a repeat of '93. **A**

## 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*

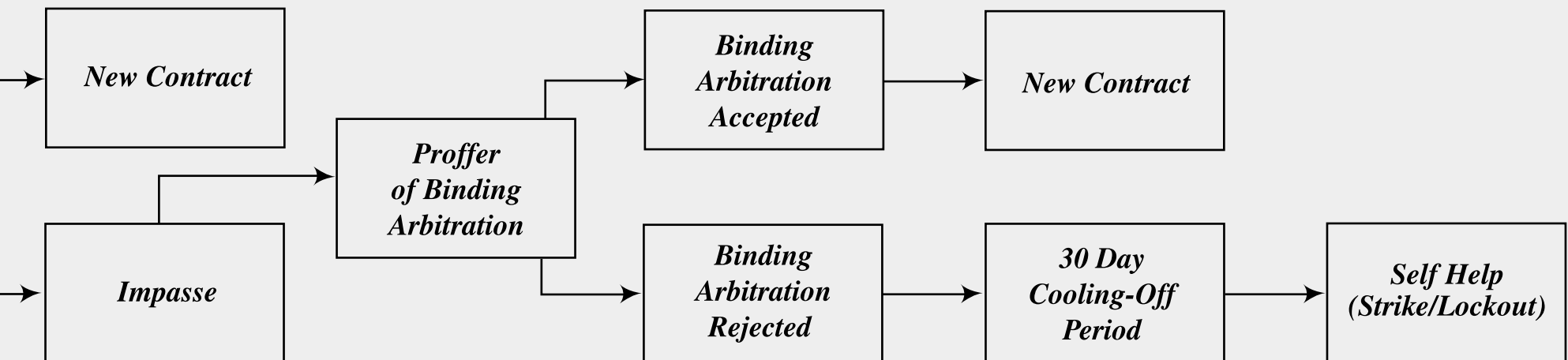
*Call the APFA HotLine*

*Check the Web Site at [www.apfa.org](http://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.*



## Vice President's Report



**Jeff Bott**  
APFA Vice President

# The Attendance Control Policy

One of the most critical issues faced by my department involves discipline of our members under the Company's current "Attendance Control Policy." When I served as Base Chair at JFK, approximately 50 percent of my base was involved in some part of the Attendance Control Policy from attendance coaching and counseling to the disciplinary levels. Under the Company's current policy, as few as two sick calls can result in progressive discipline, with each additional occurrence having a cumulative negative effect. Thus the policy has a "whirlpool" effect – easy to fall in, but almost impossible to escape.

Why is attendance such a significant issue to the Company? In order to address what we view as the pitfalls and inequities of the Attendance Control Policy, it is important to understand how the Company views absenteeism.

Absenteeism obviously is not a problem unique to American

Airlines. All businesses and organizations wrestle with ways to control absenteeism. Three basic models of attendance control are common throughout the business world: "reward" programs (bonus, buy back, personal recognition); "disciplinary" programs (application of a formal disciplinary program); "no fault" programs, whereby employees are disciplined based on a pre-determined number of occurrences within a defined time period and in which legitimacy of absence is not questioned and an employee's attendance record is reviewed at the end of a 12-month period; and programs that combine rewards and discipline.

While the APFA is rarely consulted regarding matters pertaining to Company policy, there was an exception following the 1993 strike. In an effort to resolve outstanding problems, a joint "Lost Time" Committee was established with representatives from the Company, the APFA and an outside neutral facilitator. A new policy combining rewards and discipline was eventually

adopted and a trial period established. Unfortunately, the Company did not even allow the new policy to remain in effect for the entire trial period, but instead unilaterally implemented changes in the midst of the trial. The Company then made further changes, and in 1998, the Company unilaterally implemented the present Attendance Control

***While the APFA is rarely consulted regarding setting Company policy, there was an exception following the 1993 strike.***

Policy.

The APFA representatives who served on the Lost Time Committee – Lenny Aurigemma, Liz Mallon and Patrick Hancock – gained valuable insights that they have generously shared. As an example, they told us that American researches all other airline programs and considers American's attendance control policy to provide it with a competitive advantage. The Company is acutely aware of the cost of absenteeism at other airlines and the relative effectiveness of their reward and punishment programs. The Company believes that United's holiday pay is costly

and ineffective in reducing sick calls. The research indicated a purely punitive attendance policy, although it may be effective in the short term, resulted in a negative impact on workers in the long term. Despite this evidence, American chose this route for its current attendance policy.

Employees have a completely different outlook on the legitimate use of sick time. We consider it to be an earned benefit that we should be entitled to use without fear of reprisal so long as we do not use it fraudulently or abusively. We think that few abuse the system and that widespread discipline is excessive and unnecessary. Moreover, we greatly resent being placed in the position of going to work sick because we're afraid we will be punished. We are insulted that our work group is a target of a punitive policy that is not in existence for the pilot work force, a predominately male work group.

The Company's Attendance Control Policy is one of the biggest monsters we battle on a daily basis. Much time and energy is expended by your local APFA representatives trying to control the fallout of this policy. I consider reducing the

punitive effect of the attendance policy one of my main priorities. This administration is carefully reviewing every avenue of attack on the inherent unfairness of attendance control at American. We are considering the possibility of litigation along with forceful use of our grievance procedures. We have also looked at negotiating a sick leave policy and making it a part of our contract. However, our research reveals that there can be negative consequences to our members in having such a policy in our bargaining agreement, including placing the Union in the role of potential enforcer of disciplinary policy.

### WHAT CAN WE DO NOW?

It is imperative that you use available avenues of protection, including that provided by federal legislation, in order to minimize getting caught in the Attendance Policy whirlpool that I mentioned earlier. While this may require additional effort on your part, using certain avenues when you can, will reduce your number of chargeable occurrences. It will also give your local Union representatives the ammunition they may need to resolve your case with AA with a lesser

penalty or no penalty or punishment at all.

### FMLA

The Family and Medical Leave Act of 1993 (FMLA) gives employees with one year of employment the right to take paid or unpaid leave for a period of 12 weeks in any 12-month rolling calendar period for the birth or adoption of a child, serious personal illness or care of an eligible family member with a serious health condition. This "leave" need not be taken all at one time; it can be taken on an intermittent basis. It is unlawful for your employer to discharge or discriminate against you if you use this leave. Usually the minimum criteria to qualify for your own personal illness is more than three consecutive calendar days and either two visits to the doctor or one visit with a prescription. Over the counter medications do not apply. You must request FMLA paperwork within five days of returning to work.

### ADA

The Americans with Disabilities Act of 1990 (ADA) prohibits an employer from discriminating against a disabled employee who is able to perform the

job but requires a "reasonable accommodation." In order to be considered disabled, the person must be substantially limited in a major life activity. A "reasonable accommodation" is one that does not cause undue hardship in the work operation or to other employees. A Flight Attendant who is covered by ADA will be expected to perform the job.

Both FMLA and ADA have detailed qualifying requirements and paperwork. Request the forms for FMLA from your FSM or Attendance Manager. Since medical confidentiality is heavily enforced by ADA, request ADA accommodation from AA Medical only.


### Chronic/Catastrophic Medical Condition Program

AA Medical recognizes that some employees, who do not qualify for ADA relief may need more medical leave than the 84 days per year that are available under the FMLA. Such employees would include those who have a bona fide medical condition and expect to return to work after a period of recovery. Request the forms from Flight Service or AA Medical. Remember that personal medical information should be shared

only with AA Medical.

### Compelling Reason for Sick Leave: Mental Health

Article 19.F of the current APFA-AA Agreement describes procedures for taking a medical leave for emotional health, chemical dependency or "medical problems resulting from medications prescribed in conjunction with medical treatment." To apply for this leave, contact AA Medical.

In conclusion, you can best protect your rights by using the available avenues of protection in conjunction with the assistance provided by the Grievance Machinery in Article 28, and your Union representatives. This is your best protection for the short term – until we have a long-term fix. We face an uphill battle, but this administration is committed to doing everything legally possible to combat this punitive policy and reduce the harm that it causes. 

The final dollar amount of a pension can be calculated using different formulas and a variety of methods. Obviously, you are interested in knowing which one is best for you and will result in the most money. The answer depends on your individual circumstances. Some formulas are more favorable to one group than to another, so no one formula stands out as better for ALL AA Flight Attendants.

Some formulas, like ours at AA, put a limit (cap) on how much income gets counted in the calculation. If you are a high time flyer, you will do better under a formula that has no cap on income (UA,US,DL). Some formulas cap the number of years of service (DL,US), so long-term employees do not continue to increase their pensions by working longer. Some formulas do not even look at income at all, just years of service (NW), so low time flyers would benefit most from those programs.

The chart compares the formulas for various groups. To use the chart, find the row that best describes your circumstances. Using the definitions from last month's article, look across the columns to see where you would benefit from the various formulas. The current rules for AA F/A pension do not use W-2 earnings, but limit wages to 77 hours Domestic and 82 hours International when calculating the FAE. Therefore, flying more than 77/82 does not increase your pension.

AGE = your age at retirement

YCS = your years of credited service you will have at that retirement age  
 FAE = eligible earnings included in your final average (AA only)  
 W-2 Earnings = W-2 earnings less expenses and per diem (other carriers)

In retirement, you have five sources of income. To get an idea of what you will have to live on during retirement, add the appropriate number above to:

1. your Social Security,
2. your 401(k) earnings,
3. your IRA earnings, and
4. your savings earnings.

Individual results will vary, depending upon a person's circumstances. Team 2000 has taken the approach of strengthening our program where it is weak and trying to raise the yield for all of our Flight Attendants regardless of their circumstances. If you have specific questions regarding our pension program, APFA now has a pension specialist available. This person is a knowledgeable Flight Attendant who, while not a certified financial planner, will be happy to try to answer any questions you have on our retirement program. Call voice mail ext. 8397 at APFA and leave your questions along with your name, base, employee number, telephone contact and the time zone for that phone.



PICK YOUR GROUP

| AGE | YCS | W2 earn | AA FAE | AA     | AA t/a | UA     | NW     | DL     | US     |
|-----|-----|---------|--------|--------|--------|--------|--------|--------|--------|
| 65  | 44  | 55,000  | 44,784 | 32,842 | 35,288 | 32,069 | 34,320 | 23,925 | 25,300 |
| 65  | 44  | 45,000  | 44,784 | 32,842 | 34,100 | 26,239 | 34,320 | 19,575 | 20,700 |
| 65  | 44  | 38,000  | 38,000 | 27,867 | 28,804 | 22,157 | 34,320 | 16,530 | 17,480 |
| 65  | 20  | 35,000  | 35,000 | 11,667 | 11,667 | 11,865 | 15,600 | 8,225  | 11,480 |
| 62  | 40  | 55,000  | 44,784 | 29,856 | 32,080 | 29,832 | 31,200 | 23,925 | 25,300 |
| 62  | 40  | 45,000  | 44,784 | 29,856 | 31,000 | 24,408 | 31,200 | 19,575 | 20,700 |
| 62  | 40  | 38,000  | 38,000 | 25,333 | 26,185 | 20,611 | 31,200 | 16,530 | 17,480 |
| 62  | 20  | 35,000  | 14,000 | 11,667 | 12,059 | 11,865 | 15,600 | 8,225  | 11,480 |
| 60  | 37  | 55,000  | 44,784 | 25,960 | 29,674 | 28,154 | 27,128 | 21,945 | 23,782 |
| 60  | 37  | 45,000  | 44,784 | 25,960 | 28,675 | 23,035 | 27,128 | 17,955 | 19,458 |
| 60  | 37  | 38,000  | 38,000 | 22,027 | 24,221 | 19,452 | 27,128 | 15,162 | 16,431 |
| 60  | 20  | 35,000  | 35,000 | 10,967 | 11,667 | 11,865 | 13,416 | 7,385  | 10,791 |
| 55  | 33  | 55,000  | 44,784 | 19,459 | 22,496 | 22,029 | 20,335 | 16,995 | 19,987 |
| 55  | 33  | 45,000  | 44,784 | 19,459 | 21,739 | 18,024 | 20,335 | 13,905 | 16,353 |
| 55  | 33  | 38,000  | 38,000 | 16,511 | 18,362 | 15,220 | 20,335 | 11,742 | 13,809 |
| 55  | 20  | 35,000  | 35,000 | 9,217  | 9,917  | 10,085 | 9,329  | 5,285  | 9,069  |
| 52  | 30  | 55,000  | N/A    | N/A    | N/A    | 18,421 | N/A    | 14,025 | N/A    |
| 52  | 30  | 45,000  | N/A    | N/A    | N/A    | 15,072 | N/A    | 11,475 | N/A    |
| 52  | 30  | 38,000  | N/A    | N/A    | N/A    | 12,727 | N/A    | 9,690  | N/A    |
| 52  | 20  | 35,000  | N/A    | N/A    | N/A    | 9,017  | N/A    | 4,025  | N/A    |



## Annual Pension Statement Review

Our annual pension statements have been issued by AA, raising more questions than they answer. The information is offered as an estimate, and depending where you are in your career, it can be very enlightening or downright misleading. Let's examine these statements and see if we can make them work for us.

Page 1 of your pension statement should be reviewed for accuracy. Where it shows your credited service, that number should represent one less year than the number you have been employed by AA (unless you fly less than 734 hours per year). If you believe your Years of Credited Service (YCS) is an incorrect number, it is VERY important to sort this out with Pension Inquiries.

The Annual Accrued Benefit as of 12/31/99 is based upon

your personal earnings over the best 60 consecutive months of the last 120. Remember that this accrued benefit is the amount you have earned as of the end of 1999. It should grow as you accrue more years of credited service and earn higher wages.

Page 2 attempts to look forward, but this is where we get information that leads us to believe that our pension shrinks with seniority. Because there is no guaranteed way to forecast what your future earnings will be, AA uses your current pay rate and calculates your benefit based only on our base pay of 67 hours. They don't even consider our guarantee of 71 hours Domestic and 75 hours International. If you are not in the highest pay scale, you get a forecast based upon your current (lower) salary with no overtime considered! These numbers can be misleading.

Here is a simple formula that should more accurately forecast your pension. This way continues to recognize the best 60 months that are used in the example of the 1999 accrued value. Take the Accrued Annual Benefit shown on page 1 and divide it

by the number of years of credited service also shown on page 1. The number you get is what each of those YCS was worth in your pension computation. Now figure what your total YCS will be at the time you decide to retire. The next step is to multiply this new number by the value of each year.

For example:

Annual Accrued Benefit as of 12/31/99 equals \$24,866.  
Your Credited Service is 31.184

$\$24,866 \text{ divided by } 31.184 = \$797.40$  (the value in this formula for each YCS)

Now, estimate that you will have 10 more YCS when you actually retire. Multiply the value \$797.40 times the estimated YCS (41.184). This gives you a pension value in 10 years of \$32,840 based on today's salary levels and your current flying history.

This calculation doesn't consider pay raises or contractual improvements; however, it does at least show what YOUR pension would be based on the type of flying you have been doing!

## 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.***

### 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](http://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.*

# The "New" Face of American Airlines



Penciler Skylar Turner  
Inker Clinton Caudle  
Colorist Todd Murray

# FLY A MILE IN MY SHOES



## HEY DON!

Sometimes it takes a new perspective to really understand where someone is coming from. Like the old saying goes, "to understand someone, you must walk a mile in their shoes." Obviously management does not understand our perspective. Maybe it is time for Don Carty to Fly a Mile in Our shoes. We invite Don Carty to fly a mile in our shoes, and then tell us that management's offers are fair and reasonable. To that end, lets send Don our shoes for his first work trip. Box up your old pair of uniform shoes and send them to:

Don Carty, CEO  
American Airlines HDQ  
4333 Amon Carter Blvd.. MD 5624  
Fort Worth, Texas 76155  
817-963-1234

Feel free to include a note telling Don how long you have been flying and why you think you deserve a decent contract. Please send your shoes by December 15th in case he wants to donate them to his favorite charity during this Holiday season!

# Remember November? “Where were YOU?”

by Trice Johnson, InfoRep Coordinator, Eastern Division

There are some dates you just won't forget: the day President Kennedy died; Martin Luther King's assassination; the birth of your first child; the Beatles' appearance on the Ed Sullivan Show; or maybe even the first time you saw Madonna on MTV. Most of us probably can't differentiate one flight from the next, but we can remember to the minute what we were doing on these or other significant days in our lives. November 18, 1993 will undoubtedly ring a bell for every Flight Attendant who was employed by American Airlines on that day.

**Skyword** recently spoke with a few individuals in order to gain some perspective on how Flight Attendants' decisions can impact our collective efforts to achieve a contract with AA management.

Benham Ignacio, Jude Greenwell, and Austin Provins found themselves working flights to Rio de Janeiro, Brazil on November 16 and 17, 1993. Their story, as well as the stories of the other 33

plus Flight Attendants in Rio, is one of the most captivating and yet disturbing stories of the Strike of 1993. Captivating, in that the crews literally did not know from one minute to the next how they were going to get home after exercising their legal right to strike. Disturbing, in that one readily sees the extremes AA management will go to in order to “protect their interests” and attempt to influence striking crew members and potential scabs as well as local government and AA officials in a country like Brazil. AA management had refused to provide a “Letter of Transport” to the Brazilian government that would have allowed the striking crew members out of the country after the strike was called. Essentially, AA told local authorities that these striking crew members were no longer AA employees (a false statement). The crew members were then told by Brazilian authorities that they were in Brazil without proper visa documentation, which had not been necessary for Flight Attendants on layovers there. The perseverance, tenacity, courage and will of these

and the other Flight Attendants who stuck together in spite of being “stuck” in Brazil is to be applauded. This is particularly true in light of the minor inconveniences the rest of us were going through, such as a long bus ride home or the expense of purchasing a full fare ticket on another airline in our attempts to get home and join the picket lines.

## Why did you all go on strike in a country like Brazil?

**Jude:** I just filled a position on the airplane knowing that I would never scab. I was concerned that someone else working the flight might scab. You have to remember that until the strike was called, no one really knew exactly what the other crew members would do. I knew what I would do.

**Benham:** If it came to a strike, then I had made the decision to participate no matter where I was. I originally had bid to avoid being in a foreign country based on the original strike date, but the strike date was later moved up by the Union. However, once the Union changed the strike date, I agreed to participate.

**Austin:** Well, I was on reserve and got a late night call-out for the Rio trip to be purser. I guess I can thank Crew Schedule for that eventful layover.

## How did you all hold yourself together in such a stressful situation?

We had been prepared for a possible job action. The strike strategies were practically part of our subconscious. No one needed to promote “we need to be unified”; it was already in place. The Union prepared the Flight Attendants, and we had even been given a strike package before we left on our trip. Once the strike was called, we appointed Austin to be the chief spokesperson for all of us there. This helped create organization instead of the chaos of “who is in charge?” As we got updates from the Union by telephone on the success of the strike, we knew that we must stand united. Also we were convinced that we were justified in going on strike against a Company that had demoralized, disrespected, and ignored us.

## What was the most exciting circumstance?

The emotion of watching the strike media coverage from a

country like Brazil. We remember watching CNN in the hotel and feeling somewhat victorious in that the strike was working. We had contact with the strike coordinators in MIA who were giving us constant updates on what was happening. Watching Mary Tilison of CNN interviewing Jane Allen and our fellow Flight Attendants was kind of like watching a debate between the lion and the lamb.

## What was the most difficult circumstance?

The challenge of trying to keep everyone informed, safe, and together while trying to make arrangements to get everyone home. It was pretty shocking when we recognized the lengths AA went to in order to prevent us from leaving the country. AA corporate headquarters had issued a directive to the local AA management stating that we were no longer AA employees due to our strike action and that AA would no longer assist us or sponsor us. AA essentially tried



Call It!



1.800.399.APFA  
HOTLINE

to coerce the other airlines as well, by having them refuse to honor our prepaid full fare tickets back to the States. AA's refusal to provide the necessary "Letter of Transport" was clearly in retaliation for exercising our legal right to strike. AA had even gone so far as to instruct the hotel manager to block any of our incoming or outgoing calls. Austin told the hotel manager that if they did this we were going to have every single international and local news media at the hotel in 5 minutes. The hotel manager called back in a few minutes to tell us the calls would not be blocked.

### What were some of the most memorable events?

When AA corporate headquarters told local AA management that we were allegedly no longer employees of AA and could not stay at the layover hotel, the Flight Attendant union for Varig (the Brazilian airline) helped provide us with hotels, food, and taxis after APFA contacted them.

But clearly the most memorable events occurred during the eleventh hour when we were trying to get out of the country. Two JFK crews were allowed to board the United plane for New York under the direction of the Rio Chief of Police. The police had been threatening to arrest us unless we were all out on the last flight to the U.S. At the last minute, United received payment from Miami for the remaining tickets for the rest of us to board another United flight to Miami. It turns out that AA Captain Bill Giroux paid for our full fare tickets back to Miami at his own expense. We all were allowed past immigration and scurried down the jetbridge where we were greeted by the United



RIO crews "camping out" in the hotel waiting for news.

Flight Attendants who were there banging and clanging coffee pots and pans, silver serving trays, and serving up glasses of champagne to us. The most memorable quote during these days was probably when CNN International had asked Austin, "Austin, is there anything else you want to say?" "Yes, there is," he replied. "There are 32 Flight Attendants being held hostage here in Rio against our will and our ransom is to scab back to the United States."

### Did you ever think about crossing the picket line?

No. In spite of the difficult circumstances, our unity is what gave us our strength. Kudos should go to all of our fellow Flight Attendants who walked off the job, stood together, and cooperated in keeping

Miami crew out of Rio in that eleventh hour. *Editor's note: Capt. Bill Giroux was made an honorary member of APFA by the APFA Board of Directors on March 15, 1996.*

*Billy Farmer has been a Flight Attendant for one year. He currently volunteers at APFA Headquarters on the Contract Desk.*

### Where were you in November 1993?

I had just started working for Northwest. Northwest allowed striking Flight Attendants from AA to travel home on Northwest at no charge. I was working a flight from Detroit to Dallas, and I spoke to one of the APFA Flight Attendants on the plane we were bringing home after she had gone on strike. She told me

our sanity during such turbulent times. We also owe a special thanks to Captain Bill Giroux who paid the big bucks to get the

about the events and issues surrounding the strike. Plus, the strike had gotten so much national media attention it was fairly hard not to have heard about it.

### Some Flight Attendants who were not here in 1993 feel like they have been "left out" of a major event here at APFA with our strike. Why have you, being so junior, decided to get involved in your Union?

My partner was a member of the International Association of Machinists at another union and together we have learned the importance of a union's ability to protect its members. Here at AA, when I attended Base Indoctrination as a new hire Flight Attendant in ORD, I met the APFA Vice Chair, Steve Wilson, and asked him how I could be more involved in APFA. He suggested that once I got off probation I should consider working at APFA Headquarters part-time in order to learn more about scheduling and contract issues. When the InfoRep program was reactivated for this round of negotiations, I immediately volunteered my services in order to get more factual information regarding negotiations for myself and other Flight

[www.apfa.org](http://www.apfa.org) APFA Web Site  
1.800.944.2732 InfoRep Hotline  
1.800.395.2732 APFA Headquarters

STAY INFORMED!

Click It!

Attendants instead of just listening to hearsay and rumors on the line.

**What techniques do you use as an InfoRep to get other Flight Attendants more informed or involved in Union affairs here at APFA?**

I take the initiative to introduce myself on the airplane to fellow Flight Attendants as an InfoRep in a non-threatening manner. I carry a copy of the current InfoRep HotLine with me on my flights and share it with my coworkers. For example, I recently flew with two individuals who had not been supportive of the Union's strike in 1993.

When I shared the HotLine with them and offered to answer or find out the answers to

any of their questions, I found them to be very receptive to the information I was able to provide. Maybe I was able to help them to make different decisions about supporting the Union's solidarity strategies this time around. I have found that the best technique is just to make myself visible as a source of information and point people in the right direction within APFA even if I don't know the answer myself. All of us InfoReps get a packet that highlights these sources of information. For me, it is just a small way of keeping up with the latest negotiations news as well as passing this info on to other Flight Attendants. I tell other Flight Attendants that they can do the

same by just calling their Base Chair and volunteering to become an InfoRep.

*Carlos Cabral accepted a trip from JFK Crew Schedule early on November 22, 1993. The strike ended on the afternoon of the same day after he had already accepted the trip.*

**Austin Provins**, IMA Based Flight Attendant and spokesperson for JFK & IMA striking Flight Attendants in Rio.

**What would you say to strikers who are still mad at you?**

They have reason to be mad because I did not do my part in striking with everyone else. I can understand why people might have those emotions. I was working another job at the time, as well, and was too busy to stay informed. I take full responsibility for the decision that I made during the strike.

**What have you done since 1993 to be a better Union member?**

I rejoined the Union by paying the initiation fee again. I have tried to stay informed of anything that is going on in the Union. I call the HotLine. I try to talk to new people and tell them not to be afraid or intimidated by the Company. During the recent phone strike with the Verizon telephone workers, I spoke with a friend of mine who works for Verizon, and he was afraid of going on strike. I told him of my experience as a Flight Attendant in 1993 and informed him that it was not worth any free taxi ride to work or promised dinner by the company if he went to work during a strike. I have started to wear my APFA Union pin and APFA luggage tag as an expression of solidarity towards our efforts to achieve a contract. I have also had conver-

sations with other Flight Attendants who crossed the picket line, and I think most of us realize that our decision to work during the strike was not a good decision.

**Why did you participate in our recent Labor Day leafleting?**

I think it was an opportunity for me to show all Flight Attendants and management that I was ready to support the Union and

the Union. Thankfully, all of the Flight Attendants at JFK were receptive to my participation in the Labor Day leafleting, and I appreciated that.

**Would you cross the picket line again?**

No.

*Mary Kay Welter worked a trip from London to Chicago on November 19, 1993.*



RIO "hostages" take a break from the stress and sightsee for a day. Rio de Janeiro, November 1993

other Flight Attendants during our contract negotiations. I believe it is important that during our negotiations with AA management we, as Flight Attendants, demonstrate through our ACTIONS that we support

**What do you have to say to those striking Flight Attendants who are still angry with you?**

Back in 1993, I was very self-

absorbed. I thought the concerns of MY life were more important than 18,000 other Flight Attendants. I sincerely apologize. I learned that each voice does count and that we are all connected globally, spiritually, and in solidarity.

### What have you done to be a better Union member?

I have made the conscious choice to be an informed APFA member.

had relocated to Pittsburgh, Pennsylvania. Pittsburgh is US Airways country and is a heavy Union town. In March 2000, the Flight Attendants of US Airways were in the midst of a 30-day cooling off period/contract countdown. A strike appeared to be imminent. I customarily ride the employee bus in Pittsburgh with many USAir Flight Attendants. In the days before their possible strike, I could see

Flight Attendant in Chicago who had friends at AFA, the Union representing US Airways Flight Attendants. Within one hour of this phone call, I received a follow-up call from an AFA representative who asked me to write a letter titled "Why I crossed the picket line..." I took a deep breath and my heart kind of stopped because I had never done this before, but I wrote it and then faxed it to AFA. AFA immediately called me and asked me to speak at their big Union rally the night of their candlelight vigil before the strike deadline. I knew I had to do this even though I was terrified of reliving the painful experience of my decision in 1993 during our strike. Five days later, I walked into an AFA Union hall filled with about 800 US Airways Flight Attendants wearing their green CHAOS T-shirts! I was so nervous I had to grip the podium to speak. No one knew why I had come. They had only seen on the program agenda my name and association with American Airlines. When I started reading my letter "Why I crossed the picket line..." you could hear a pin drop in this room of 800.

Fortunately, US Airways management and its Flight Attendants reached a last minute agreement and averted a strike. The next day an AFA representative called

and told me that my speech the night before had been comforting to those individuals who were "sitting on the fence" and nervous about going on strike. This brought me some consolation knowing that maybe I had made a small difference even though it had been agonizing for me to remember the events in November 1993.

If I could help educate others on such an unfortunate part of my history as a Flight Attendant, I would do so. But I have to respect those who are not open to this. We all, including myself, make our own choices and must live with these choices and be responsible for them.

In closing, *Skyword* is very aware there are many personal stories in our membership that should be told. The three groups of Flight Attendants who are represented in the above interview -- '93 strikers, those who crossed the line in '93, and those who have joined us since -- make up the whole of our membership today. There are many compelling stories among our colleagues, and we will try to print more of them. Not everyone can have their story printed in *Skyword*, but YOU can have direct impact on our success at the bargaining table. Step forward now and become an InfoRep. Call your

Base Chair and sign on to the Base Telephone Tree. If you are a commuter, please call APFA, extension 8743, and volunteer to be a commuter city leader. Wear ONLY your Union pin, wings, and required name tag. Be sure you have the current APFA bag tag and message in place. Read the APFA bulletin board each time you are in any operations area. Step forward on November 18 and walk the line in celebration of our solidarity. Call the APFA HotLine to stay informed. Be a part of the membership action that will have direct impact on the unified power that TEAM 2000 holds as they represent the 23,000 AA Flight Attendants and our collective interests in this round of bargaining. IT'S ABOUT TIME!



The Brazil crew returns November 22, 1993 at 5:45 am at United terminal, JFK.

I paid restitution to the Union. But recently, I have had a very profound experience that has helped others to learn from my horrific experience of crossing our picket line in 1993. In a sort of karmic twist of fate, I

the anxiety in their faces on the bus. I began to have uncomfortable flashbacks of sorts to the days of our strike in November, 1993. Five days before the US Airways strike deadline, I acted on instinct and called a fellow



## IMA

Flight Attendants who have a misconnect, illegality or cancellation during a trip sequence, and all or part of the sequence still remains, must contact Crew Schedule / tracking to determine whether or not you will fly the balance of the sequence or be rescheduled. Make sure Crew Schedule/tracking has released you, to avoid receiving a missed trip.

When your name appears on the make-up list, the Company, per article 9.J.c. and appendix I.9.J.c, needs to make only one attempt to contact you. This is an agreement between APFA and the Company. When Crew Schedule reaches your answering machine, they must leave a message for you to call back if you want to fly make-up. If they do not hear back from you, the assumption is that you do not want to fly, and they will not make a second attempt to contact you.

Please remember the importance of wearing your pins and wings only! That means no service pins or PFA award pins. This is a crucial time, and we must show the Company we are committed to staying unified. If you have lost your Union pin or have not received your bag tag, please contact the Membership Department at ext. 8153.

In unity,

**Randy Trautman**     **Lisa Ciriello**  
*IMA Chair*     *IMA Vice Chair*

## DFW

### KNOW THE DETAILS!

Galley gossip is the most prevalent method of receiving information, but it may not always be the right information. What you get may not be the "facts." Instead, call the source, the APFA HotLine, at 1-800-399-APFA. You'll find out what's really going on with Negotiations and your career. Don't rely on the grapevine to get your facts. Call the source and help exterminate rumors! If you hear anything you think might be "extreme," call your local APFA Representative and get the truth!

### THE 7-DAY CLOCK

We frequently receive calls from Reserve Flight Attendants wondering why they have been on duty for more than seven days in a row. This occurs when a Reserve schedule has available reserve days at the end of the month and a Flight Attendant is assigned a trip (after sitting Ready for several days), which carries her/him into the next month. Flying triggers the 7-Day Clock, so if you've sat ready for four days, without an assignment, and are assigned a three-day trip, you are legal for that sequence. Conversely, if you flew a turn the first day, sat three days, then got an assignment for a three-day trip, you would not be legal!

*The following Field Report was omitted from a prior Skyword due to limited space:*

### DO YOU KNOW WHAT'S IN YOUR FILE?

Have you ever wondered what is in your file? Per Article 30.C (page 136) in the current agreement, you have the right to review and sign entries made in your personnel file (discussion record) at American Airlines. This discussion record (known as a CR1 with your Flight Service Manager and C23 with your Attendance Manager) is a documentation of your career at American Airlines. You may review the file with/without a Union representative and with your Service Manager at a mutually agreeable time. You may also attach written comment responding to any advisories, discussion records, letters of concern or letters of complaint contained in that file. If you have any doubts as to what is contained in your file, it would be to your advantage to set up a file review.

As a reminder, if you have a problem/concern with another crew member, call the DFW Professional Standards Representatives at 1-800-395-APFA/8606 and handle the matter confidentially and professionally. Keep your record clean!

**Kim Boyett**     **Chris O'Kelley**  
*DFW Chair*     *DFW Vice Chair*

# Base Field

## MIA

Cheri Washbish is currently assisting me with base work while Thelma Dodson serves on the Negotiating Team. As an Operation Council Representative, Cheri has provided representation for MIA Flight Attendants in various areas such as investigations, scheduling, and Injury-on-Duty. Cheri Washbish can be reached at (407) 876-6975, or APFA extension 8263.

MIA Inflight Service continues with its attention to details. Unfortunately for us, they are the wrong details. Unannounced Observation Rides and Uniform Compliance Checks abound, while Flight Attendant concerns go ignored.

Stay focused and informed, encourage your fellow Flight Attendants to call the APFA HotLine (800-399-2732), check out the APFA Bulletin Board, and read Skyword!

Remember: wear your APFA Union pin, wings, and name tag only.

In Unity,  
**Doug Newlon**  
*MIA Chair*

# Reports



## IDF

I have received numerous calls regarding the additional crew rest seats on the MD11, 7H&J. Many of you feel that these seats should be taken out of the seat map permanently and given to the Flight Attendants in lieu of the Hi Comfort jumpseat(s). When American Airlines offered to Z Block these seats, to be given to Flight Attendants when they were available, we had very few problems with the Hi Comfort jumpseats, and the Z Block idea seemed to be a good one.

Recently, I have seen maintenance problems with the Hi Comfort jumpseats that seem to be ignored by Flight Service. It is my contention that these seats, 7H&J, should be allocated to Flight Attendants as permanent crew rest seats on those aircraft with a history of problems with the Hi Comfort jumpseats. We need as much information as possible regarding maintenance write-ups on the Hi Comfort jumpseats so we can ascertain which MD11s have consistent problems with these seats. The goal would be to request 7H&J as permanent crew rest seats on MD11 aircraft where problems exist with the Hi Comfort jumpseats. In the meantime, remember that 7H&J are only Z Blocked, removed from the seat map for advanced sales, and getting these seats as crew rest seats does not happen often enough. We need to be on top of this issue and provide APFA with accurate information so that we can resolve the situation. Thank you in advance for your continued cooperation.

**Steve Watson Bob Walker**  
*IDF Chair IDF Vice Chair*

## LGA

Recently at one of our bases, a Flight Attendant was observed by a ghost rider allegedly placing passenger delay snacks in her bag. A security bag search ensued, and a subsequent 31R Investigation led to a Career Decision Day. One never knows who may be watching...

On another note, those Reserve F/As who consistently have been held for Fokker qualifications and are serving multiple stand-bys when their junior counterparts have not will be finding relief soon. The Company has agreed to hold new hires at the Learning Center to qualify them on the Fokker, allowing the more senior reserves to fly other equipment. In addition, if you are holding Primary Release Reserve and are not being released, please document this by placing your HI1 in the APFA lockbox at the end of each reserve month so that we may monitor the situation.

In Unity,

**Steve Sternig Suzanne Edwards**  
*LGA Chair LGA Vice Chair*

# Base Field Reports

## BOS-I

### Deadheading Crew Members

Tips for our Commuters

Since we are now moving into the winter months in New England, we want to remind those of you who commute into Boston to plan accordingly. Our base has seen many new faces in the past few months. For those of you who have never been based in Boston or commuted to Boston during a winter season, we want to help you with a few reminders.

Always watch the Weather Channel before commuting back to base. If a Northeaster is expected, try to come in the day or night before your trip. Nothing is worse than when ATC shuts Logan down. You won't make it in on any airline.

Crash pads work out well for just the winter months. If you can't make it in for your trip, you can try to call one of our trip trade services here in Boston. You never know who they have waiting to grab a trip even if it's last minute. Check HIBOARD for any last minute trip trades that someone might need.

Lastly and most importantly, take care of yourself because commuting during the winter months has proven to be extremely stressful.

InfoReps

If you are still having problems receiving any of your InfoRep information, please contact Jennifer McCauley at (617) 539-3240 immediately. Some InfoReps have had difficulty receiving their information or have not been able to access the InfoRep HotLine. We want everyone involved with our InfoRep Program to receive their information in a timely manner. Thanks for your participation and help.

**Jennifer McCauley**  
*BOS-I Base Chair*

**Eugenio Vargas**  
*BOS-I Vice Chair*

# Remember



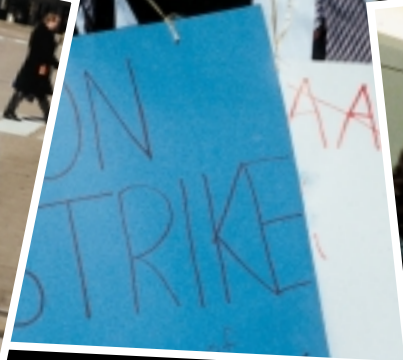
PAYING A VISIT TO FLIGHT SERVICE ANYTIME SOON?

GET YOUR UNANNOUNCED DESK CHECKS RIGHT HERE IN SKYWORD!

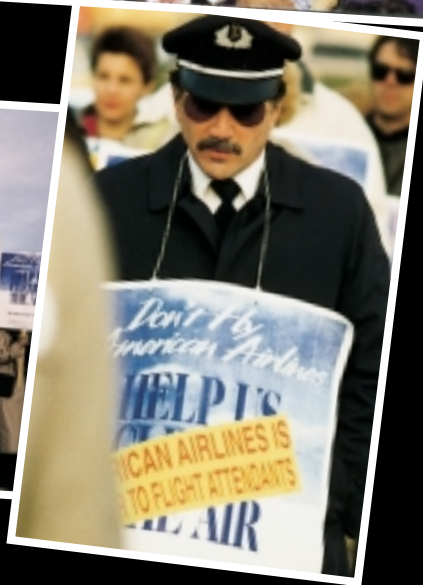
Visit the center section of *Skyword* for a "Quality Assurance Form" you can fill out to ensure that your Flight Service Manager is doing the very best job she/he is trained to do. Send the finished copy to:

APFA Headquarters  
ATTN: Communications  
1004 West Eules Blvd.  
Eules, TX 76040

# November



# APFA STR



# IKE 1993



# How to Keep the Wolf From the Door While Walking a Picket Line

by **Liz Pulliam Weston**  
*Times Staff Writer*  
**Reprinted with permission  
from the Los Angeles Times,  
Oct. 15, 2000**

Workers of the world, prepare your finances. As thousands of Los Angeles employees are learning first hand, a strike can disrupt more than bus schedules, county services or television commercial production. Extended work stoppages can also play havoc with a striker's finances as paychecks and benefit coverage disappear.

Planning can help minimize the damage, but even those already on strike can take some steps now to prevent permanent financial devastation, experts say. Financial planner Mitchell Freedman, who specializes in working with entertainers, said some of his clients are experiencing decreased incomes due to the commercial actors strike. Others are preparing for possible walkouts next year, when contracts expire for Writers Guild of America, and actors contemplate a June strike against television networks and studios. In addition, Los Angeles teachers have authorized their leaders to call a strike if current negotiations fail.

"We've been on this kick for

some time, advising our clients to start thinking in terms of austerity," said Freedman, a Sherman Oaks certified public accountant and personal finance specialist.

Most of Freedman's clients already have a head start on their peers who are living paycheck to paycheck, because the planner insists they keep an emergency fund equal to at least 12 months of expenses in a liquid account, such as a money market fund.

"These are people who have erratic income streams anyway," Freedman said. Even successful performers, producers and writers "can easily go six months to a year between projects."

Here are the steps Freedman and other financial experts recommend to those facing an extended work stoppage:

- **Make a budget.** Knowing how much you spend now is essential to knowing how much you'll need to set aside—and which areas are ripe for expense-trimming.

When making your budget, don't include costs that won't be incurred if you're not working, such as wage-related income taxes, 401(K) or 403(B) contributions, classroom supplies (for teachers) and agents' commissions (for performers). Do include other expenses you deem necessary to maintain a decent standard of living, even if you think you might be able to reduce some of them if a strike drags on. Don't forget large but irregular expenses such as property taxes, insurance premiums and auto repairs.

If your employer provides health insurance and the strike could last long enough for the coverage to lapse, you may need to include health insurance premiums in your budget. If you're unsure, contact your union.

If you're already on strike, this budget can be a powerful tool in helping you identify areas where you can cut back. If you need help or inspiration, frugality books such as Amy Dacyczyn's "The Complete Tightwad Gazette" (Random House, 1999) or Web sites such as the Dollar Stretcher at <http://www.stretcher.com> are

loaded with tips and advice.

- **Build your emergency fund.** Once you have a 12-month budget, divide the total by half. That, ideally, should be the amount of money you have set aside as your own personal strike fund, Freedman said.

You probably shouldn't count on getting much financial help from your union, said Daniel Mitchell, a labor expert and professor of human resources and organizational behavior at UCLA's Anderson School of Management.

Although many unions have strike funds, there are no set rules about how the money is distributed. Some unions make payments to those who staff picket lines, while others use the money only in emergencies, such as to forestall a worker's eviction.

What if you can't build a six-month fund by the time a strike is called? Families with more than one income earner may be able to get by with a somewhat smaller emergency fund, since most strikes don't last that long. But one-earner families

or those in the entertainment industry, where strikes can be lengthy, may want to stockpile more. It can make sense to cash in other investments, such as stocks held in a taxable account, to build up cash reserves. On the other hand, workers shouldn't touch retirement funds such as 401(K)s or individual retirement accounts except in extreme emergencies, planners say.

- **Reconsider your high-interest debt.** Paying off credit card debts now could give you more financial flexibility in the future if a strike is pending. Once the cards are paid off, try to stay out of debt by charging no more than you can pay off each month.

If you have to choose between paying off your cards and building an emergency fund, most planners would recommend getting rid of the debt. You can always use your cards to live on in an emergency.

- **Say no to big expenses.** If you're already on strike, this is a no-brainer. If you're facing a possible walkout, remember that

now is not the time to deplete your resources by remodeling your house, taking an expensive vacation or committing to any additional, long-term expense such as a lease on a new car.

If you already have a car lease that's set to expire soon, consider negotiating a one year extension, said Freedman, who has wrangled such extensions for several of his clients. Car dealers are happy to let you keep the car, rather than have it back on their lot, and your payments will typically be lower, because a smaller amount of depreciation will be included, Freedman said.

- **Contact your creditors.** If you're out of work and falling behind financially, don't ignore late notices or creditors' demands for payment, said Robin Leonard, an attorney and author of "Money Troubles: Legal Strategies to Cope With Your Debts" (Nolo Press, 2000). Doing so could result in foreclosure, eviction, lawsuits and other collection actions, not to mention long-term damage to your credit report. You may be able to

negotiate with your creditors for lower payments or a grace period by telling them about your situation. Such agreements could also ding your credit history, but typically not as much as collection action.

- **Accept help that's offered.** Strikers generally can't qualify for unemployment insurance, but you may be able to use other community resources, such as food banks, to keep the wolf from the door. The AFL-CIO is currently giving away two bags of groceries to striking commercial actors, for example, as a way to express support and spare the workers some expense.



## ELECTION NOTICE

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

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

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

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

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

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

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

## CANDIDATE INFORMATION

This election is open to all members in good standing, including probationers. Each candidate for Chairperson, Vice Chairperson and Operation Council Representative (OCR) must be a member in good standing and must be based at the base to which she/he is applying by January 30, 2001.

Any active member may self-nominate her/himself or may nominate another member. Candidates are required to contact the National Ballot Committee to confirm their Willingness-to-Serve if other than self-nominated. Withdrawals must be made within three (3) days after Willingness-to-Serve due date.

## VOTER INFORMATION

In order to be deemed eligible to vote each APFA member must:  
have executed a payment plan by January 30, 2001, or  
be a member in good standing (dues current) by February 23, 2001

## ELECTION TIMETABLE

Willingness-to-Serve Notifications must be received in the designated P.O. Box no later than 10:00 AM CST, January 10, 2001.

The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail, or proper notification thereof, to the P.O. box. Regular mail, posted in a timely fashion, is recommended. The U.S. Postal Service will provide a "confirmation of delivery" for a nominal fee.

Ballots will be mailed to all Flight Attendants, including new hires, who are APFA members on January 30, 2001. Any member not receiving a ballot within a reasonable time after that date should request a duplicate ballot from the APFA National Ballot Committee at (800) 395-2732, extension 8311. Duplicate ballots will be issued, upon request, up to five (5) days prior to the ballot due date.

Ballots must be received in the designated P.O. Box no later than 9:00 AM CST, March 1, 2001. The ballot count will commence immediately at a location to be announced.

The newly elected representatives will be notified as soon as the results are known and will assume office on April 1, 2001 for a two-year term of office ending March 31, 2003.



# NOTIFICATION OF WILLINGNESS-TO-SERVE

**Chairpersons, Vice Chairpersons and Operation Council Representatives for  
BOS, BOS-I, DCA, DCA-I, DFW, IDF, JFK, LAX, LAX-I, LGA, MIA, IMA, ORD, IOR, RDU-I, SEA, SFO and SFO-I**

## INSTRUCTIONS FOR WILLINGNESS-TO-SERVE

Only this form or a photocopy will be accepted, one form per envelope. Candidates who wish to run for Base Chair/Vice Chair and OCR must submit a separate WTS for each position.

All information should be **typed or printed**. If additional space is needed, a separate sheet of paper may be used and attached to the form. Each candidate's information will be reprinted with a consistent format, **excluding** all graphics.

All candidate information is optional, including personal statements and references. **There will be no corrections made to spelling, punctuation, grammar, capitalization, intent or content**. If limitations are exceeded, personal statements will be cut off at the limit and biographical information will be brought into compliance by deleting the oldest items. **It is the responsibility of the candidate to inform references that their names will be printed in the ballot packet.**

As a reminder to all prospective candidates, the use of the APFA or the American Airlines logo on campaign material is prohibited.

All Willingness-to-Serve Notifications must be in the following P.O. Box **NO LATER THAN 10:00 AM CST, January 10, 2001**.

**APFA National Ballot Committee  
P.O. Box 907  
Eules, TX 76039-0907**

## CANDIDATE INFORMATION

All information must be typed or printed.

NAME: \_\_\_\_\_ BASE: \_\_\_\_\_  
POSITION DESIRED: \_\_\_\_\_ PREVIOUS BASES: \_\_\_\_\_  
LENGTH OF SERVICE: \_\_\_\_\_ EMPLOYEE NUMBER: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ TELEPHONE NUMBER: \_\_\_\_\_  
CITY/STATE/ZIP: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

Please complete the following information if nominating another APFA member.

NAME: \_\_\_\_\_ EMPLOYEE NUMBER: \_\_\_\_\_  
SIGNATURE: \_\_\_\_\_ TELEPHONE NUMBER: \_\_\_\_\_

## SLATE INFORMATION

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

## F/A REFERENCES:

Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10) Each qualified supporter will be contacted by the NBC for verification of his or her desire to be listed as a reference.

|          |       |      |       |        |       |         |       |
|----------|-------|------|-------|--------|-------|---------|-------|
| 1. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 2. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 3. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 4. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 5. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 6. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 7. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 8. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 9. Name  | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |
| 10. Name | _____ | Base | _____ | Emp. # | _____ | Phone # | _____ |

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

**F/A CREDENTIALS:**

---

---

---

---

---

---

---

---

---

---

---

---

---

**EDUCATIONAL BACKGROUND:**

---

---

---

---

---

---

---

---

---

---

---

---

---

**PREVIOUS BUSINESS/JOB EXPERIENCE:**

---

---

---

---

---

---

---

---

---

---

---

---

---

**LABOR RELATIONS BACKGROUND:**

---

---

---

---

---

---

---

---

---

---

---

---

---

**PERSONAL STATEMENT:** Limit two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with. Use a separate sheet of plain white paper.

# December

| <i>S</i>  | <i>M</i>                                      | <i>T</i>                                   | <i>W</i>  | <i>T</i>   | <i>F</i>   | <i>S</i>                              |
|---|---|--|---|--|--|---------------------------------------|
|   |   |  |   |  | 1<br>LAST 5 DAYS OF THE MONTH<br><br>HOTLINE UPDATED         | 2<br>1st CONTRACTUAL DAY OF THE MONTH |
| 3   | 4   | 5  | 6<br><br>INFOREP HOTLINE UPDATED  | 7  | 8<br><br>HOTLINE UPDATED                                     | 9                                     |
| 10  | 11  | 12<br>IDF BASE MEETING AT APFA HDQ 1100 AM | 13<br>LAX BASE MEETING AT LOCAL OFFICE 1200 PM<br>DFW BASE MEETING AT LOCAL OFFICE 1100 AM<br>INFOREP HOTLINE UPDATED | 14   | 15<br>DEADLINE TO MAIL SHOES TO CARTY<br><br>HOTLINE UPDATED | 16                                    |
| 17  | 18<br>ORD REPS IN OPS<br><br>BIDS POSTED 0001 | 19   | 20<br>DFW/IDF REPS IN OPS DAY TERMINAL A OPS 10 AM<br><br>INFOREP HOTLINE UPDATED                                     | 21<br>DFW/IDF REPS IN OPS DAY TERMINAL C OPS 10 AM | 22<br><br>BIDS CLOSE 0001<br><br>HOTLINE UPDATED             | 23                                    |
| 24  | 25<br>APFA HDQ CLOSED<br><br>CHRISTMAS        | 26<br>APFA HDQ CLOSED                      | 27<br>BIDS FINAL 2400<br><br>LAST 5 DAYS OF THE MONTH<br>INFOREP HOTLINE UPDATED                                      | 28<br>LAST 5 DAYS OF THE MONTH                     | 29<br>LAST 5 DAYS OF THE MONTH<br><br>HOTLINE UPDATED        | 30<br>LAST 5 DAYS OF THE MONTH        |
| 31<br>LAST 5 DAYS OF THE MONTH<br><br>NEWYEAR'S EVE<br><br>CONTRACTUAL MONTH ENDS |   |  |   |  |  |                                       |

NEGOTIATIONS WITH AA HIGHLIGHTED IN BLUE  
NEGOTIATIONS PREP HIGHLIGHTED IN DARK BLUE

NOTE: DATES ARE SUBJECT TO CHANGE

UNDER CONSTRUCTION



## PhoneTree Numbers Needed!

**Address**

**Name Base**

**E-Mail Phone #**

If you have moved or joined our ranks since 1993,  
**or**, if your **area code** or other information has changed,  
please make sure that you update APFA!

**[www.apfa.org](http://www.apfa.org)**

E-Mail [membership-dept@apfa.org](mailto:membership-dept@apfa.org)  
Call APFA Membership extension 8153

### **WARNING**

Many of your  
**Area Codes**  
have changed!  
Be Safe!!  
Update the  
APFA!  
AA does not  
Update our  
Records!