

SKYword

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retirement



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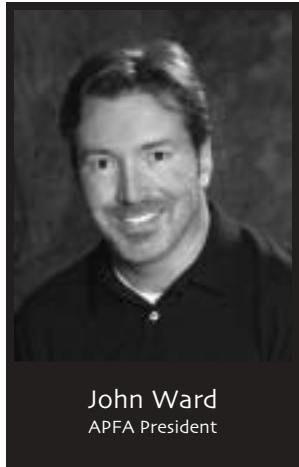
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John Ward
APFA President

Coming Together

There's one thing on which I think we can all agree: we're currently facing some very difficult times in the airline industry and at American Airlines with much uncertainty. In finding the strength to face challenges of such magnitude and in trying to determine the appropriate path on which to proceed, it is often helpful to put things in perspective.

First, let's recognize what we've been through in the past few years and how we've responded. We entered 2001 in the midst of intense contract negotiations, which, by then, had been continuing for more than two years beyond the amendable date of our contract. A tentative agreement, reached in 1999, had been overwhelmingly rejected, you had elected new National Officers, and a new

negotiating committee had been installed. We were continuing the vital job of achieving a new contract that met the needs and desires of the American Flight Attendants.

It's probably unnecessary to remind those of you who were here at the time that this was no easy task. We recognized that our ability to succeed depended upon all of us pulling together and confronting the company as a unified workforce. The company, true to form, did everything it could to divide us. One vivid example that you may recall was the company's attempt to bribe the membership with a standard pay increase while leaving all other issues in negotiations unresolved. The company thought that if we took the bait, we would lose our resolve to do what would be necessary to hang

"Our fight in those battles should not be waged against each other, but instead should be directed toward protecting our jobs, our wages, and our other terms and conditions of employment against assault from the company. If there ever was a time we cannot afford to be divided, it's now."

in there and get the contract we deserved.

We stood together, unified, and resisted this company effort to undermine our determination. Finally, on the literal eve of the end of the 30-day cooling off period, the company backed down and, as a result, we were able to obtain the goal we had long sought and richly deserved – a true industry-leading contract.

As if we did not face a big enough task in achieving that goal, we were also confronted with a major acquisition by American in the first part of 2001 – the purchase of TWA. Although we were focused on the ongoing contract negotiations, the APFA Board of Directors, the top governing body of the Union, contemplated some of the thorny issues presented by the TWA transaction. In a meeting in March 2001, the Board of Directors, after careful consideration, crafted a set of principles that would serve as the guide for any agreement that we would reach with the company on these issues. Having established these guidelines, we then

put these issues aside – no small feat – and refocused our attention on the matter that understandably was then of utmost priority: successfully concluding contract negotiations.

After the Negotiating Committee reached a tentative agreement on a new contract at the end of June 2001, it was submitted for review by the Union's Board of Directors and Executive Committee and unanimously endorsed by both. We then proceeded to review the tentative agreement in depth with you, our members, through a series of road shows across the system and through extensive mailings and web site postings, a process that extended throughout the summer of 2001.

If you'll recall, the vote count on this Agreement was slated to be announced on September 12, 2001. We all know what happened the day before. The ballot count on September 12 revealed that the contract had been ratified by an incredible 96 percent margin. Of course, the excitement this news would otherwise have brought was engulfed by the tragic events that occurred the day before and

“Our challenge – and by that, I mean the challenge not only for APFA, but for all American and TWA-LLC Flight Attendants – is to recognize that no one benefits by fueling the differences between the two Flight Attendant groups. If the fight between the two groups continues, and particularly if it escalates, only one entity wins: the company.”

that have been paramount in our thoughts since.

While it was a challenge for all of us to move on after September 11, we had no choice but to do so, as painful and as difficult as that task may have been. With this in mind, we returned to the issues related to the TWA transaction, which had been placed on the back burner for months. In the fall of 2001, we had a series of meetings with the company aimed at achieving an acceptable agreement to address issues of importance to the Flight Attendants, including seniority integration. Throughout these discussions, the Union used as its guidepost the resolution that had been adopted by the BOD in March 2001, taking account of developments that had arisen subsequent to that time which

were pertinent to the discussions. For example, while the BOD Resolution referenced TWA's JFK Flight Attendant base, by the time negotiations neared completion, TWA-LLC had closed that base [a decision that was made by the company alone without any input from APFA], and thus it no longer was part of the TWA-LLC system that needed to be addressed in any agreement that was reached. We finally reached an agreement on December 17, 2001. [Details of that Agreement have been posted on the APFA Web site since that time. More detailed information regarding events related to the TWA transaction is presented on pages 22-23 in this issue of *Skyword*].

In March 2002, the NMB declared that American and TWA-LLC were a single carrier for Railway Labor

Act purposes. As a result, on April 19, 2002, the NMB extended our certification as bargaining representative of the American Flight Attendants to include the TWA-LLC Flight Attendants. It is important to remind everyone that until April 19, 2002, APFA did not represent the TWA-LLC Flight Attendants. The IAM remained their bargaining representative, and APFA owed no duty of representation to the TWA-LLC Flight Attendants. In other words, during the time APFA and American were in negotiations leading to the Seniority Integration Agreement and when that Agreement was reached, APFA had no responsibility in its negotiations with respect to the TWA-LLC Flight Attendants. Because the IAM did not represent any Flight Attendants employed by American, American was not obligated to negotiate with the IAM, APFA was not obligated to negotiate with the IAM, and there was no obligation to include the IAM in any negotiations between American and APFA.

Some historical perspective is also useful in dealing with some of the

disagreements that have emerged within the Flight Attendant workforce related to the TWA transaction. Mergers and acquisitions involving airlines have frequently been accompanied by a variety of problems. The airlines, without union input, make the decisions to buy or merge airlines and then leave it to the employees to deal with the resulting hornet's nest of problems, only one of which is seniority integration. All unions that have been through such transactions will tell you that they're a royal headache. All airline mergers and acquisitions result in employee unhappiness and bitter feelings.

Many airline transactions have resulted in lawsuits, with one group of employees, typically in an acquisition by the employees of the acquired airline, suing the other group of employees (or their union), claiming that they've been mistreated. This has happened almost regardless of how issues have been handled: whether there have been negotiated approaches (as was done with respect to the American-TWA

transaction), whether there have been arbitration proceedings, or otherwise. Unfortunately, such lawsuits seem to be a fact of life that accompanies airline transactions.

Given this history of litigation in the aftermath of airline transactions, it is not surprising that a lawsuit has been filed by the TWA-LLC Flight Attendants (Cooper et al. v. TWA-LLC, American Airlines, and APFA). Similarly, no one should be surprised that many Flight Attendants are upset that a lawsuit has been filed. While TWA-LLC Flight Attendants may argue that they have been treated unfairly, many American Flight Attendants would argue that they've been treated more than fairly.

Our challenge – and by that, I mean the challenge not only for APFA, but for all American and TWA-LLC Flight Attendants – is to recognize that no one benefits by fueling the differences between the two Flight Attendant groups. If the fight between the two groups continues, and particularly if it escalates, only one entity wins: the company.

Those who, like me, have been here for awhile have seen the company try this divide and conquer technique over and over again. So we shouldn't be surprised that they're doing it again. One thing our experience as American Flight Attendants has told us is that when our group divides into many factions and focuses its attention on fighting among ourselves, we all lose, while the company sits there fat and happy. Our history has also made it perfectly clear that when we don't let our differences consume us and we stick together in the fight to preserve and enhance our mutual interests, we always prevail.

We must understand that it's absolutely vital to put our differences aside and move forward together. The American Flight Attendants can be upset with the TWA-LLC Flight Attendants for filing a lawsuit – that's understandable – but that doesn't justify any American Flight Attendants being personally abusive to our TWA-LLC sisters and brothers who are

all now part of our APFA family. The TWA-LLC Flight Attendants can be upset with the way they believe they have been treated in the integration – that's understandable – but that doesn't justify any TWA-LLC Flight Attendants being personally abusive to their American sisters and brothers.

As I said at the outset, there are many difficult battles ahead of us in these troubled times. Our fight in those battles should not be waged against each other, but instead should be directed toward protecting our jobs, our wages, and our other terms and conditions of employment against assault from the company. If there ever was a time we cannot afford to be divided, it's now. We need

to see the bigger picture and act upon it.

My experience in this last round of negotiations reconfirmed for me what an amazing group we are when we put our hearts, heads, and bodies to the task at hand. We're capable of pulling together. We've done it in the past and when we have, it's always paid dividends. There's no reason it won't have the same impact and results again, if we – all of us, American and TWA-LLC Flight Attendants alike – only commit ourselves to the endeavor.



One thing our experience as American Flight Attendants has told us is that when our group divides into many factions and focuses its attention on fighting among ourselves, we all lose, while the company sits there fat and happy. Our history has also made it perfectly clear that when we don't let our differences consume us and we stick together in the fight to preserve and enhance our mutual interests, we always prevail.



Jeff Bott
APFA Vice President

PAY PROTECTION FOR A REGULAR REASSIGNMENT AFTER A MIC REASSIGNMENT

**Quarterly System Board Update
– July 2002
SS-37-2001-ORD-3, Mallon et al**

On July 10, 2002, APFA arbitrated a base grievance from the Chicago Domestic Base filed by ORD Chairperson Liz Mallon. This case challenged the company's interpretation of our Contract regarding pay protection for a reassignment after a MIC (misconnect, illegality, cancellation) reassignment had already occurred.

This grievance, and the strategy involved to represent our members in the best way possible, required a team of Union Reps both past and present. Some of these Reps negotiated the original 1973 language and some applied the language on a daily basis. Also present was Flight Attendant Kim Russell whose trip was affected by this grievance and whose paycheck was negatively impacted by the company's interpretation of Article 9.P. and 8.I. They were all asked to testify on behalf of APFA.

The outcome of this case affects the entire system; therefore, I have provided highlights of Arbitrator Susan Brown's award.

QUESTION AT ISSUE FOR THE BOARD:

Did the Company violate Articles 9.P. and 8.I. and any and all related articles of the agreement by failing to pay the provisions of Article 8. I. - Reassignment Pay after a reassignment occurs following a mid-sequence MIC assignment under 9.P.1. under all the facts and circumstances of this case?

PERTINENT CONTRACT PROVISIONS:

Article 8 –
Minimum Pay and Credit

I. Reassignment Pay

1. Reassignment at Home Base. If, prior to the departure of a Flight Attendant's regularly scheduled trip pairing from his/her home base station, a regularly scheduled Flight Attendant is removed by the Company from such trip pairing and assigned to another trip pairing involving less total flight time credit, such Flight Attendant shall be credited, for pay purposes only, with the flight time for the trip from which he/she was removed. A Flight Attendant whose trip is cancelled shall not be considered to be removed by the Company from such trip.

2. Reassignment Away from Base. If prior to the departure of a Flight Attendant's trip or trips at other than his/her base station, a regularly scheduled Flight Attendant is removed by the Company from such trips for which s/he was legal and available and assigned to another trip or trips involving less total flight time credit, such Flight Attendant will be credited for pay purposes only, with the flight time of the trip or trips from which s/he was removed. A Flight Attendant whose trip is cancelled shall not be considered to be removed from the Company from such trip.

Article 9 – Scheduling

P. Mid-sequence. A misconnection, illegality, or cancellation (MIC) during the course of a trip sequence shall have no impact on a Flight Attendant's monthly guarantee and the Flight Attendant shall have no obligation following his/her return to base; provided, however, that prior to his/her return to base, s/he may be deadheaded or rescheduled as determined by Crew Schedule.

RELEVANT FACTS:

The parties disagree about whether, after a MIC occurs, the

company has only one "free" shot at rescheduling the Flight Attendant; or if it can reschedule that Flight Attendant multiple times until the end of the sequence without triggering pay protection under Article 8.I.

The incident that generated the grievance is as follows:

(Two Flight Attendants are flying the following three-day sequence)
Day 1: ORD – DTW – DFW – IAH
Day 2: IAH – ORD – TUL
Day 3: TUL – ORD – HPN – ORD

In IAH, on Day 2, they discovered their flight to ORD had cancelled. They were deadheaded after the MIC to ORD to cover the remainder of their trip.

When they arrived in ORD, their HI3 had been changed again to fly to RST. The Flight Attendants were legal and available for their trip to TUL and the trip operated.

The Flight Attendants were paid for the actual flying time to RST (14.52) rather than for the rescheduled flying ORD – TUL – ORD – HPN – ORD (20.47).

POSITION OF THE UNION:

The Union argues that once the

Flight Attendants were rescheduled as a result of the MIC in IAH, the newly assigned schedule became theirs. No pay protection applied to the imposition of such a new schedule after the MIC. If those flights flew and the company chose to reassign the Flight Attendants again, however, then the pay protections of 8.I kicked in. According to the Union, the company may not continue to reschedule regular Flight Attendants multiple times just because one MIC occurred mid-sequence. The Union claims that the company's interpretation of 9.P.1. turns bid-line Flight Attendants into reserve Flight Attendants for the period of the sequence, a situation that the Union specifically sought to eliminate when it bargained this language.

POSITION OF THE COMPANY:

The company maintains that MICs generally occur when there are weather or other problems that disrupt scheduling for the entire system, sometimes for several days. The company must, therefore, have the freedom to schedule Flight Attendants in the manner best calculated to reinstate the sys-

tem's normal functioning with the least disruption. To interpret the language as the Union suggests would require the company to pay two Flight Attendants for the same flight, an unreasonable outcome.

ARBITRATOR'S OPINION:

I do not find support for the Company's interpretation that 9.P.1. permits multiple rescheduling of Flight Attendants without triggering the protections set forth in 8.I.

Once the new schedule was issued (following the MIC), the company and the Flight Attendants had a mutual commitment to that schedule, just as they had had to the original bid schedule. In this case, the Flight Attendants flew the first leg of the new schedule, a dead-head back to ORD, only to discover that they had been rescheduled again. At this point 8.I. takes over. The Flight Attendants had a scheduled flight for which they were legal and available, the company removed them from that flight, and that flight went without them. Those Flight Attendants were entitled to (pay) credit for that flying or for the flying to which they were re-assigned, whichever is greater.

Nothing in 9.P.1. even hints at the idea that the company could sched-

ule and reschedule these Flight Attendants throughout all the remaining days of their original sequence without limitation. As the Union points out, such a practice would turn regularly scheduled Flight Attendants into reserve Flight Attendants for that period of time.

I am sympathetic to the company's massive scheduling concerns, particularly during a time of cascading flight delays. But nothing in the record indicates why a Flight Attendant who has been rescheduled once because of a MIC, in accordance with Crew Schedule's best judgment, is not protected like all other Flight Attendants when Crew Schedule decides that some other assignment is preferable. It is true that this may result in some payments to multiple Flight Attendants for the same flight, an occurrence that happens in other situations as well. Scheduling experts no doubt develop an algorithm intended to maximize on-time flight performance and minimize expense on any given day. I'm sure they are more successful applying this formula on some days than on others. This balancing act, however, does not override Flight Attendant's bargained



IDF Vice Chair Bob Walker, APFA Vice President Jeff Bott, Patrick Hancock, IDF, Julie Moyer, MIA, Susan French, IDF, Patt Gibbs, IDF, and ORD Chairperson Liz Mallon during an FMLA Arbitration Prep meeting at APFA Headquarters

rights merely because at some earlier point in a sequence the Flight Attendant had experienced a MIC.

ARBITRATOR'S AWARD:

The company violated Article 8.I. when it failed to pay protect Flight Attendants after their reassignment following a MIC-generated rescheduling.

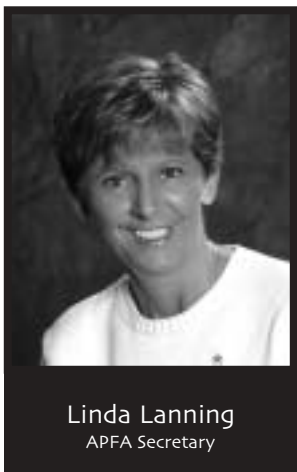
The company shall pay the grievants the difference between what they should have received under Article 8.I. and what they actually received.

This case has very important ramifications for Flight Attendants. The

efforts of all involved in this grievance ensured the protection of our reassignment pay and prevented regularly scheduled Flight Attendants from being treated as reserves following a MIC.

I'd like to thank Liz Mallon (ORD), Kim Russell (ORD), Marti O'Rourke (IDF), Becky Kroll (IDF), and Jena Hopkins (National Scheduling Coordinator) for their important testimony in this case. I would also like to thank Patt Gibbs (IDF) and Lynda Richardson (Division Representative for ORD/TOR) for their preparation and presentation of this case on behalf of APFA.





Linda Lanning
APFA Secretary

The APFA Board of Directors

The APFA Constitution is the “supreme law” of APFA. It outlines our union’s structure, our laws, and our policies and procedures. In essence, it is the very foundation of APFA.

The governmental powers of APFA are vested in the APFA Board of Directors. This is clearly stated in Article III, Section 2.A. of the Constitution. Often legal documents are not always the easiest things to understand nor is keeping up with the structure of an organization as large as ours. I have had many members ask who the APFA Board of Directors is. In an effort to better familiarize the membership with the group that governs our union, I felt my article this month should address the Board and their responsibilities.

The APFA Board of Directors is composed of the four National Officers and the Chairperson

from each base in the system. They have the authority under the Constitution to take any lawful action to safeguard and protect APFA and the rights, privileges, duties, and responsibilities of the officers, representatives, and members of the union. The board also may interpret the Constitution and establish, prescribe, and adopt policies that may be required to direct and manage the affairs of APFA.

The APFA Board of Directors meets each year for the Annual APFA board of Directors Convention. It is at this convention that the Board conducts regular business such as approving the annual budget, setting or amending policy, electing Ad Hoc Members of the Executive Committee, and taking up the numerous issues under new business. The board may also meet throughout the year as needed through special meetings or tele-conference calls.

Each time the board meets in formal session, they may consider issues that can result in a resolution being introduced and ulti-

mately voted on. When this occurs, only the “APFA Voting Board of Directors” may cast a vote. The Voting Board consists only of the APFA Base Chairs. The National Officers do not have a vote with the exception of the President, who may cast a vote in the event of a tie.

A “Delegate” is an APFA Base Chair or Vice Chair, in the absence of the Base Chair, who has been elected by her/his respective base. Delegates are responsible for the election and/or removal of Ad Hoc Members of the Executive Committee. As I have mentioned, the election of the Ad Hocs is conducted in the course of each annual convention.

Members of the APFA Voting Board of Directors wear many hats. They work at a base level, often one-on-one with and for Flight Attendants. They are frequently at airports in meetings representing Flight Attendants who has run into problems with the company. This is a large and very important part of their job. It is when they put on the hat of a member of the board that they become the voice of all of the Flight Attendants at their base. They must protect not only their

base when conducting APFA business during official meetings, but they must protect the union as a whole. It is an awesome responsibility.

With certain bases being as large as they are, it is rare that many APFA members actually have the chance to meet their Base Representatives. Flight Attendants may know their names or how to contact them, but they may not be able to pick their representatives out of a crowd. I would like to see this change. In the coming months, I plan to work with the Communications Department to introduce all of our representatives to you in *Skyword*. For now, I have included with this article a picture of all of the participants in last year’s APFA Annual Board of Directors Convention. They include the APFA National Officers, Base Chairs, and Vice Chairs.

In the coming months, I plan to cover the responsibilities of the Executive Committee. In addition, I will also be reporting on the progress of the work being done by the APFA Constitution and Policy Manual Committees.



The APFA Board of Directors and Vice Chairpersons, February 2002



Juan Johnson
APFA Treasurer

HOW YOUR REPRESENTATIVES ARE PAID

Becoming a Union Representative is a decision that most people do not make lightly. Flight Attendants may ease into union work by becoming an InfoRep, a member of their APFA Base Council, or working on the APFA Contract or Scheduling Desks. As they become more familiar with the APFA and our Contract, they may choose to submit their resume for consideration for a position as one of the National Coordinators or Division Representatives. Ultimately, they may elect to submit a Willingness to Serve and run for the position of Base Chair, Vice Chair, or National Officer. No one should ever be expected to take on a position within the union and do the quality and quantity of work representatives do without compensation.

The way APFA Representatives are compensated has, at times,

been a source of great misunderstanding. Sections 5 and 6 of the APFA Policy Manual, which can be found on the APFA Web site, outline compensation for all APFA Representatives. I would like to review some of the information contained in these sections in this month's article.

First of all, APFA National Officers and Division Representatives are salaried employees of APFA. This means they receive their compensation directly from APFA and not American Airlines. There are no trip removals involved, since they are no longer considered active Flight Attendants. APFA withholds all federal, state, local, and unemployment taxes. Finally, the Officers and Division Reps receive a Special Assignment Fee (SAF) of no more than \$500 per month. They also qualify for a guaranteed monthly expense allowance (MEA) of no more than \$300 per month or per diem paid at a rate of \$1.85 per hour when away from base on APFA business.

APFA Base Chairs and Vice Chairs National Coordinators, and various other representatives are trip removed as necessary in order to provide their services to our members. Bases are provided with one full-time trip removal per 1,000 Flight Attendants. For example, if a base has 4,000 Flight Attendants,

the base would be entitled to four (4) full-time trip removals per month in order to help run the base. Coordinators are provided full-time trip removals due to the nature of their job responsibilities. Those Flight Attendants who offer to sit on the Contract, Scheduling, Hotel, Health, or I.O.D. Desks, work on APFA Committees, or assist at a base level are entitled to trip removals whenever they are necessary. The APFA Policy Manual restricts trip removals to those trips on a representative's original schedule. However, an unforeseen situation could arise that requires the removal in order to provide representation.

When a representative is trip removed, the value of her/his trip is then charged back to APFA by American. This is referred to as "pay loss." If a representative is removed from a trip in which she/he would have received Purser, Galley, Lead, or Speaker Pay, the representative is provided compensation equivalent to the pay entitled to if the trip had been flown.

Each representative who is removed from a full month's schedule is entitled to the Special Assignment Fee or SAF. This is covered under Section 5.E.4.c of the APFA Policy Manual. SAF is what a representative receives in lieu of TAFB when she/he is flying

her/his trips. The SAF for a Base Chair or Vice Chair on a full-time trip removal is no more than \$500 per month and is based on the head count of the applicable base. No representative may receive more than \$500 in SAF. All representatives working for APFA may submit expense forms in order to receive a monthly expense allowance (MEA) of \$300. If doing APFA work away from base, the MEA is paid at a rate of \$1.85 per hour. This does not include actual out of pocket expenses, which are paid by APFA upon submission of receipts. Finally, APFA compensates representatives for their mileage at the standard government approved rate of 36.5 cents per mile for any APFA business. National Officers, Base Representatives, Division Representatives, and Coordinators are provided a \$250 stipend in lieu of mileage each month if they utilize an office outside of their homes.

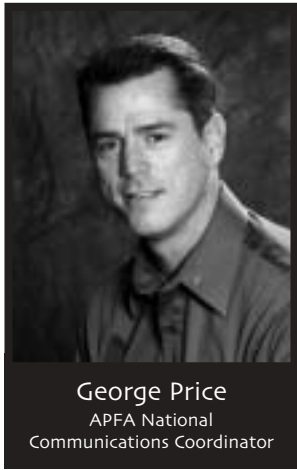
By the end of June each year, APFA files the Labor Organization Annual Report or LM-2 Report with the U.S. Department of Labor. I provided an explanation of this report in the July 2002, Issue 6 of *Skyword*. This report outlines all monies spent by the union each fiscal year. It includes a full breakdown of all compensation paid to each and every repre-

sentative of APFA during the reporting year.

No one will ever get rich doing union work. Ask anyone who has served in any capacity with APFA. In many cases, by stepping forward to serve, you give up your ability to fly high time. You are paid the value of the line you hold plus what amounts to expense money (TAFB) lost as a result of your removal for union work.

The APFA policy on compensation of representatives approved by the APFA Voting Board of Directors is very clear. It provides reasonable compensation for those who represent our members. Without such provisions, APFA would not be able to provide our members with the representation they have come to expect from our union.





George Price
APFA National
Communications Coordinator

The APFA Bulletin Board

Flight Attendants have many redeeming qualities. We are resourceful, creative, professional, and we have the incredible ability to communicate no matter what the situation. Times have changed from the “tell-a-phone, tell-a-graph, tell-a-Flight Attendant” days. Yes, the galley grapevine is strong and well, but we have moved on and taken advantage of the advances in technology. Today, we have many new and exciting ways to communicate with each other, ways that allow one person to reach literally thousands at the touch of the “enter” key on a keypad.

At this very minute, there are no less than five active Internet sites designed to provide American Airlines and TWA-LLC Flight Attendants the ability to converse with one another. Only one is sponsored and endorsed by APFA. That is the APFA Bulletin Board on the APFA Web site. This forum was created several years ago to give the APFA membership the ability to discuss issues affecting our union within a secured forum. Since its inception, the number of members using the board has increased year after year.

The APFA Bulletin Board is located in the “members only” section of the web site. This means that only those Flight Attendants who are members of APFA and in good standing have access. It also means that only members of APFA have the ability to post messages on the bulletin board.

In order to gain access to the APFA Bulletin Board, members click on the

“Bulletin Board” icon on the left-hand side of the opening page of the web site. This will bring up the sign-in page. Members will then provide their last name and password. If it is their first time to sign on, they will use the last four digits of the Social Security number as their password. If their Social Security number is not on file with the APFA Membership Department, the login will fail. They will need to contact the Membership Department at Headquarters at extension 8153 to update their personal information in the files.

It is the next page that I feel needs emphasis.

After the initial sign-in page, the list of rules governing the use of the board will appear. In order to access the board, members will have to scroll through these rules to the bottom of the page where they will have the option to click “current user” or “new user.” By choosing one of these options, the member agrees to abide by the rules and acknowledges she or he understands the ramifications of violating these rules. A list of the rules accompanies this article.

Over the past few months, there have been some posts on the APFA Bulletin Board that have come dangerously close to violating the rules governing posts. In some rare instances, posts have blatantly violated these rules. As moderator of the bulletin board, I am charged with the responsibility of maintaining the integrity of the board. It is my job to ensure that

posts are in line with the stated rules. If not, I must take action.

If complaints are received on a post made to the bulletin board and it is determined that the post in fact does violate the rules, the person making the post will be sent a formal warning. If, after the warning, the person continues to violate the rules through the contents of their posts, the person’s access to the APFA Bulletin Board will be restricted.

It is important to remember that each person with access to the bulletin board is a member of APFA. They are our fellow union members. They are the ones that we may be forced to walk a picket line with in the years to come or one day execute an evacuation with. When posting to the board, keep this in mind. Always use professional decorum. Everyone deserves common courtesy and respect. The APFA Bulletin Board is a very unique communication tool. It is incumbent upon all of us to do our part to maintain it.



**Do Not
Forget to
VOTE
on Tuesday,
November 5!**

APFA Bulletin Board Legal Notice and Agreement

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Letter to the Editor

This note will inform you of my retirement from active duty as a Flight Attendant effective 1 Oct 02. This date falls shortly after my 65th birthday. It has been a joyous career for me these past 43 years. Thank you for all of the representation and care you have provided the Flight Attendant corps. You are the best in the world of transportation. Keep up the good work during these times of great challenge.

Best wishes to you all!

Lu Varner
Formerly LAX Based

Heroes

The Poem “Heroes” included in the September Skyword was written by Caitlyn Kenney, daughter of LAX Flight Attendants Dan and Kathleen Kenney.

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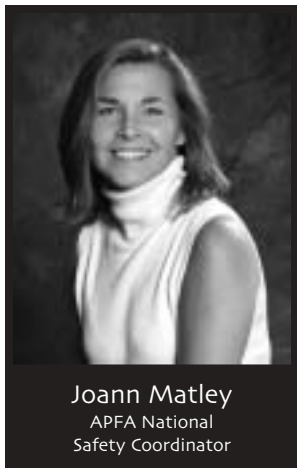
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Joann Matley
APFA National
Safety Coordinator

Incidents & Accidents

MIA-UIO-GYE B757-200

Flight diverted to GYE due to weather and mechanical reasons. On approach, the winds increased beyond limits for landing. Flight started a go around, and then could not retract the flaps. The Captain had to make a quick decision to divert. Enroute to GYE, the crew was able to retract the flaps using an alternate method. The flight landed safely.

PVD/ORD MD-82

Captain advised dispatch that he had an emergency and had instituted precautionary engine shutdown. The engine lost oil quantity and pressure. Flight landed without incident. Aircraft was taken out of service at ORD.

DFW-SJU-DFW B757-200

Flight returned to DFW with a mechanical. Possible galley fire in forward galley. Declared an emergency. Flight landed without incident. Turned out to be food item lodged in oven fan, which overheated oven and began to smoke. CFR (Fire/Rescue) was called, but no action was required. Aircraft taxied to gate on own power.

BOS-LAX B767-200ER

Passenger was given verbal warning to keep pet inside of carrier. Once seated, passengers removed pets from cage and had them on their laps, under a blanket. Passengers were told that it is a regulation that the animals must stay in their carriers under the seat. Passengers refused to put the pets back in the carriers.

DCA-DFW MD-82

Passenger apparently was verbally abusive and interfered with crew during flight. Passenger failed to comply with crew instructions. At one point, passenger head butted Flight Attendant. Local authorities met flight on arrival. Flight service manager also met flight. No injuries to Flight Attendant. Local police have passenger in custody.

LAX-LHR B777

Enroute passenger reportedly became unconscious after experiencing chest pains and low blood pressure. Doctor on board administered oxygen. Suspected heart attack. Flight declared medical emergency. Paramedics met

flight upon arrival and transported passenger to hospital.

DFW-BOS MD-82

During flight, 3-month-old infant had problem breathing. The baby's lips were turning purple, and emergency oxygen was administered. The paramedics were requested upon arrival in BOS.

ORD-LGB-COS MD-82

Passenger slumped in seat. Weak pulse, pupils non-reactive, lost pulse. CPR initiated and maintained. Regained pulse and respiration for a short time - one shock delivered. Passenger physician administered CPR and Defib. Grab and Go kit opened. Blood pressure cuff, lateral mask, oxygen used. Flight diverted to COS. Paramedics met flight. Passenger transported to local hospital.



****SSI Web site****

APFA strongly encourages every American Airlines Flight Attendant to take the time to access the security information found on the SSI Web site. The SSI Web site is a valuable tool for all crewmembers. This is THE most current security information released by the United States government and includes Security Directives, Information Circulars, and daily security updates. It is made available on a need to know basis. All of the information contained on the web site is strictly confidential, and a breach of this confidentiality could result in the restriction of access to this information to all Flight Attendants. Take the time to make yourself aware.

To access the SSI Web site, log on to www.aafitsvc.com and click on the icon "my job." Click on the "security" icon and enter your JetNet password.



Association of Professional Flight Attendants
Representing the Flight Attendants of American Airlines
Office of the President

September 23, 2002

Admiral James Loy, Acting Under Secretary
Transportation Security Administration
U. S. Department of Transportation
400 7th Street, S.W., Room 10234
Washington, D.C. 20590

Dear Admiral Loy:

The Association of Professional Flight Attendants (APFA), representing the 27,000 Flight Attendants at American Airlines, welcomes you to your new position and looks forward to working with you on a range of issues. We greatly appreciate your recognition of the need to communicate with airline industry stakeholders. We support your intention to work with all the parties to reach our common goal of safer skies.

In your testimony on September 10, 2002, before the Senate Commerce Committee, you indicated that cabin security had been addressed in the Aviation Transportation Security Act. However, that legislation fell short of providing necessary security training for flight attendants. Initially, in response to that legislation, American Airlines added only seven minutes of self-defense training to the flight attendant annual recurrent review curriculum, and this consisted solely of an instructor reading the new security information and some slides. This minimal training was approved by American's Principal Operating Inspector. APFA approached American stating that we did not think this met the spirit or the intent of the law. We had worked with TSA, FAA, law enforcement, pilot, and flight attendant representatives to outline a detailed security course. To the Company's credit, they revisited the matter and added content on security that has now extended the training to one hour.

Admiral James Loy
September 23, 2002
Page 2

While one hour of training is certainly better than seven minutes, it would be a mistake to believe that this limited training adequately prepares flight attendants to handle the security threats that they confront on a daily basis. American has offered a four hour self-defense course that flight attendants can attend on a voluntary basis that teaches flight attendants to think about weapons and tools that they have accessible in the cabin environment. Those who have attended believed it to be excellent. The only complaints we have heard from flight attendants have been that the self-defense course should be mandatory and even more comprehensive.

Consequently, APFA is supporting legislation in the House (H.R. 4635) and Senate (Smith/Boxer amendment to Homeland Security) that contains mandatory self-defense training for flight attendants, provides a two-way, hands-free communication system, and requires TSA to conduct a study of non-lethal weapons that flight attendants could use in the cabin. As we have explained to legislators, it is essential that the statute specify the minimum number of hours of training that must be provided in light of the fact that carriers responded to TSA's extensive training requirements by only adding seven additional minutes of training.

The new cockpit doors that have been introduced will protect the flight crew from most potential threats and flight crews may eventually be given the authority to carry guns. But these lethal weapons will be behind the secure cockpit door and flight crews will be prohibited from bringing the weapons into the aircraft cabin. Flight attendants are left to fend for themselves. Flight crews must be able to depend upon the fact that their flying partners have been adequately trained in self-defense. Just a few seconds of resistance against potential terrorists to enable passengers to assist flight attendants in countering terrorists onboard could be the difference between life or death.

We urge TSA to seriously review mandatory self-defense training for flight attendants and provide the much-needed direction to assure that flight attendants are well trained to meet the challenges of the current environment. Again, we look forward to working with you and TSA to ensure that airline travel is safe. Please feel free to contact me at 800-395-2732 Extension 8101 or Joan Wages, APFA Washington Representative, at 703-548-3676.

Sincerely,

John Ward

cc: Chairman Ernest Hollings



Jena Hopkins
APFA National
Scheduling Coordinator



Nancy Archer
APFA National
Contract Coordinator

News to Use

Tidbits from the Contract and Scheduling Department

Reserve

Preferences

At the time of this writing, only about 40 percent of reserves have preference ballots in. We have waited a long time for this new system, so we hope to see higher usage.

The key to having preferences honored is the utilization range. The utilization range is needed to keep reserves relatively equal throughout the month.

If you are out of range, your preferences will be used in a tiebreaker situation. For example, when the program gets to you, there are five trips worth 9.30 that you could be assigned. Your preferences will be used to determine which of those trips you get.

Long Call and Release

If you desire long call ready or release, you must have that preference in by 1600 the day before the reserve obligation to be considered.

Reserve Carryover

Crew schedule can assign a carryover trip on reserve without regard to the new month. If you have duty-free periods on the first days of the new month, they will be resched-

uled to later in the month. Any carryover time will use DOs on your schedule.

Optional Exchange

HIBOARD

We are still seeing "double trip trade only" in HIBOARD. Since OEs are now unlimited and you can fly another sequence on the days of an OE drop, only the person picking up your trip should have the preference of double trip trade or OE.

OE on Reserve

If you pick up an OE on a reserve month, you will not get the OE pay on top of the guarantee unless you fly 75 reserve hours.

If you drop a trip that carried over into your reserve month, you are still legal for any reserve days the dropped trip might have touched.

Availability

Availability Carryover

Crew schedule can assign a carryover trip on available days without regard to the new month. If you have duty-free periods on the first days of the

new month, they will be rescheduled to later in the month. Any carryover time will use DOs on your schedule.

Pre-Plotting

A few times a year, crew schedule exercises their contractual right to pre-plot on available days. They have always had this right, but since self-plot has been in effect, they have agreed to use it only during critical times. If pre-plotting does occur, crew schedule usually confines it to a few days in a month, not the entire month.

Make-Up

Make-Up List

In order to hasten the open time coverage, please do not remain on the make-up list if you have no intention of flying. The make-up process and assignment of reserve trips are being slowed down tremendously by long make-up lists. Many people have their names on the list every day they are off but do not desire to fly.

Make-Up Over Monthly Maximum

Domestic Flight Attendants now have the ability to accept a make-up sequence over the monthly maximum, up to 80 credit (SPROJ)

hours. Accepting a make-up assignment under this provision will apply Option I for the entire month.

International Flight Attendants now have the ability to accept a make-up sequence over the monthly maximum, up to 85 credit (SPROJ) hours. Accepting a make-up assignment under this provision will apply Option I for the entire month.

For further explanation, see Article 7.C.2 and Appendix I.7.C.2.

Vacation Relief

R3

There seems to be some confusion regarding R3. The use of the R3 designator will simply exclude that trip selection from being awarded as a relief. We have received calls from Flight Attendants who thought that it would keep them from being awarded the line at all. If you do not want to hold a certain line, do not bid it. If necessary, bid denials will apply. R3 will not protect you from a bid denial.

Preferences

There have been some questions regarding the entering of preferences for relief bidding. Currently, "no pre-plot" and duty-free period requests will be not be honored in relief bidding. These requests will be honored if possible for an open replacement

line. If you are bidding for both, enter your remarks as usual.

Assignments Outside of the Relief

Remember that as the relief Flight Attendant you do not necessarily have the same rights of the selection as the line holder.

For example, you hold the relief of a Domestic Flight Attendant with vacation from 5-28 of September. The trip selection contains all of the flying within the vacation but is only worth sixty-five (65) hours. You can be plotted a trip or trips on available days September 1-4, September 29-30, or on the DOs during the vacation period to bring your schedule as close to seventy-five (75) hours as possible. Only the trips and duty-free periods during the relief portion are golden.

Remember to check your schedule once bids are final. Do not assume you only have what you saw on the line.

Sick Clearance Date

When calling in sick, you will be asked to provide either a firm or tentative clearance date. If you give a firm clearance date, any trip sequences that fall between the day you call in sick, up to, but not including, the firm clearance date, will be placed into open time. If

you clear earlier than your firm date and your trip has already been assigned to another Flight Attendant, you will be given availability days on all days originally scheduled to fly.

Tentative sick clearance procedures are the same as the previous policy.

Crew Meals

Domestic and International Flights of Less than Eight (8) Hours

When a crew meal is scheduled, a Flight Attendant should receive a first class entrée on the highest domestic level main cabin setup. On flights in which the first class cabin is designated as business class, such meals shall contain a business class entrée on a main cabin setup.

Crew Meal Parameters:

- Scheduled to fly two (2) or more legs within the duty period
- Six (6) or more hours on duty
- Less than two (2) hours of sit time between flights

If you fit the criteria for a crew meal and one is not provided, try contacting local catering, the station MOD, or the agent. Once you have exhausted all local station options, contact your base MOD. If you still

do not receive a meal, write it up and submit it to your local base representatives.

International Flights of Eight (8) Hours or More

On international flights of eight (8) hours or more, each working and deadheading Flight Attendant will be provided business class entrees on main cabin tray setups.

Thank You

We would like to thank the DFW Base Representatives and council member Randy Freeman for their tireless efforts in getting crew meals for VMC sequences automated. We and all VMCs really appreciate your efforts.

Diversion Pay

When a flight is diverted, the aircraft is not blocked in at a gate, and passenger egress is prohibited, diversion pay will be automatically entered if you qualify. However, if you pull up to a gate and/or an aircraft door is opened, but passenger egress is still prohibited, you will need to send a HISEND to pay compensation to have the diversion pay applied.

Longevity Pay

Per Article 3.U., you will now start

to see the full benefit of the longevity bonus. Last year's bonus only went back to October.

Flight Attendants with twenty-five (25) years or more of occupational seniority but less than thirty (30) years will accrue a longevity bonus of one dollar (\$1.00) per hour for the greater of each paid flight hour or her/his applicable monthly guarantee, up to a maximum of 1,000 paid flight hours. Such longevity bonus will be paid as a lump sum in the first contractual month following the Flight Attendant's 26th occupational anniversary.

Flight Attendants with thirty (30) years or more of occupational seniority will accrue a longevity bonus of one dollar fifty cents (\$1.50) per hour with a maximum of 1,500 paid flight hours.

Pensionable Pay

Forms of Pensionable Pay:

- Retroactive Pay
- Lump Sum
- Narrow Body Lead Pay
- Language Pay
- Galley Pay
- Purser Pay
- Base Pay
- Incentive Pay
- Longevity Pay



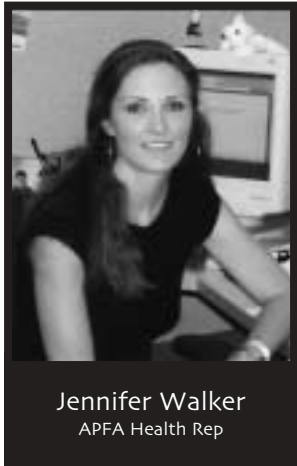
Richard Joergensen, JFK,
working the APFA Scheduling Desk



Linda Gardner, JFK,
working the APFA Scheduling Desk

That's it for this month. As always,
carry your contract and fly safely.





Jennifer Walker
APFA Health Rep

Benefits Enrollment

Health On-line!

The I.O.D. and Maternity Packets are now available on-line on the Health Page of the APFA Web site at www.apfa.org.

Starting October 1, 2002, annual benefits enrollment will open. It will close on October 31, 2002. Please note these dates. American Airlines is no longer sending out packets to notify employees of annual benefits enrollment dates or benefit changes that will become effective for 2003. If you have signed up for Jetnet Mail, you will be notified of this by e-mail. If not, you will be notified in the form of a postcard. In addition, all enrollments will be performed on-line. This can be accomplished by accessing www.jetnet.aa.com from your home computer or on one of the Jetsets located in flight service operations. This was done as a cost savings initiative by American and will be conducted in the same way for all employee groups within the company.

There are a few things that you should be aware of before making your benefit elections for the year 2003. There have been numerous changes to the benefits plans. These plan changes especially impact the Point of Service Plan, the HMO Plans, and the Mail Order Prescription Program. It is very important that you educate yourself on these changes prior to making your yearly elections. For those of you who used an HMO last year and want to re-enroll in the same HMO, please make sure that the HMO you wish to select is still available within the American plans.

If it is not and you do not participate in the enrollment process, you will automatically default to the standard indemnity plan (PPO). American chose to make these changes in an effort to defray some of the projected cost increases anticipated within the health industry. (I am sure that many of you are aware of this, as it has been in the news a lot lately because the projected increase is so large.) According to American, this projected increase will amount to \$120 million. Of this \$120 million, American will pay \$100 million, while employees will pay the remaining \$20 million through changes to the benefits plans and increased contribution rates.

Information on these changes to the benefits plans can be found on Jetnet. Please read them before you make any decisions on your benefits enrollment. It may also be wise to look at your Employee Benefits Guide for Flight Attendants (which is also available on-line on Jetnet) to refresh your memory on all the plans to see which one works best for you and your dependents. In addition, since our costs will increase with this year's enrollment, it is a good time to evaluate the use of Health Care Reimbursement Accounts (also known as Flexible Spending Accounts). If you have used one of these accounts in the past, you are aware of the procedures and

tax benefits. There is one change that you should be aware of. If you wish to continue participating in a reimbursement account, you must elect to do so even if you elect to deposit the same amount of money as the previous year. In the past, if you wanted to keep all of your benefits the same, including the amount you elected to deposit into your reimbursement account, you did not need to re-enroll. (You would just default to your previous elections for all benefits including the amount to be deposited into your reimbursement account.) This is no longer the case. Again, if you wish to participate in a reimbursement account, you must make this election during benefits enrollment.

If you have never used a Health Care Reimbursement account, it does take some planning. This account allows you to deposit, through payroll deductions, pre-tax money to use to pay some health care costs that are not covered by your health plan. The upside to taking advantage of this flexible spending account is that you are able to reduce your yearly taxable earnings. The downside is that you either use the money or lose the money. In other words, if you do not incur enough allowable health care expenses to withdraw all the money you have deposited, that

excess money will be lost to you. This is a rather scary prospect. However, once you research your health plan, you can project some costs that you know you will incur. Then, you should be able to conservatively determine an amount that you can safely deposit. For more information on Reimbursement Accounts or Flexible Spending Accounts, please read the Contract Department article in the September *Skyword*. You can also read about this on Jetnet or in your Employee Benefits Guide.

To aid you in enrolling, American has developed an enrollment tour. It is up and running and should help you determine what information you need to have ready prior to actually enrolling. It also walks you through the enrollment process. On a final note, you do have to be able to access all this information as well as the enrollment through Jetnet with a password. If you experience problems with your password, please contact Employee Services at (817) 967-1770 or (800) 888-1696. Please remember that all benefits enrollments for 2003 must be accomplished on-line at www.jetnet.aa.com during the month of October 2002.





Patty Bias
APFA National
Hotel Coordinator

On the Lighter Side ... It's About Time

Friend or Foe? The *Hotel Survey* returns. Our web site: connect with your llover hotel and e-mail us or write it up. Don't forget training evaluations! Relocated? New volunteers. Flight Attendant Suggestions. Hotel Reviews.

We have all had a very busy few months, both in action and thought. My department will continue at this pace for the remainder of this year and well

into 2003. We are keeping a watchful eye. Remember, now more than ever, all of us need to focus on safety. I will never compromise safety when selecting hotels. We recently left a hotel that we thought might be a problem as we had received reports regarding comfort. When one of my committee members reviewed the property, he noticed a sign on a sliding glass door that stated "door opens 4 inches for ventilation only." He then opened the door and found that it actually opened over 11 inches. This hotel had adjoining balconies. That is not a measure of safety we can live with.

Now on the lighter side: I thought it might be nice to again revive the BEST AND WORST LAYOVER HOTELS SURVEY. This is not a highly scientific poll. There are no personal details asked, just your personal opinion. We will not ask your age or how much money you make. It's very simple. You can use the tear-out card in the center of **Skyword** and give us the names and cities of what you think are the FIVE BEST AND WORST HOTELS. Take a few days to think about it, write it down, put a stamp on it, and drop it in the

mail. You can also drop it in any APFA lockbox located at every base. If you are on International and sometimes work Domestic trips, you can list your best and worst Domestic choices by putting the information on a hot pink hotel debrief form and dropping it in the lockbox. These forms are located next to the APFA bulletin board at your base. The survey is also on the Hotel Department page of the APFA Web site. I am reminding you of the web site because I want everyone to remember the importance of signed documentation when making reports. Your hotel and transportation debriefs can be on paper or via the debrief form on the web site with all information filled in.

You now have the opportunity to let us know about training hotels and transportation. Shortly after we began oversight in those areas, we asked the company to add a couple of related questions to all training class critiques. As a result, we receive a detailed report every month from the company, so be sure to complete those class comment forms. I have learned many things in my many years as an employee and Union Representative, and one of them is that "the person with the most paper wins." I remind my hotel

committee all the time. Just ask any of them, smile.

I am very pleased to announce an additional enhancement to the web site that has been taking place over the past few weeks and will be ongoing as we complete the project and add new hotels. We are adding a "web link" to the hotels that have web sites. As you may know, the hotels are listed on the web site in alphabetical order by the name of the city. All hotels we use in that city are listed with the phone numbers included. Now with the web link, you can see what the hotel advertises to the general public. I hope you will enjoy this newly added convenience.

Even though occupancy at many hotels has been low, we have had "relocations" in the past few months. Hotels often book conventions and large groups up to two or three years in advance. When we review a new property we ask them about any days that they know of that are already fully booked and if the possibility of relocating our crews might occur. We ask them to avoid it at all costs. When it is a very nice hotel that we want to select, we make it very clear to

them that any relocations must meet our contractual standards. We encourage our contracted hotel to pick up the crews and deliver them to the temporary hotel, so that as much as possible remains the same. If you are relocated, please let us know about it just in case the company does not. Also, if you give us a good review, we can ask the company to add it to the list of properties to solicit bids from when that city comes up for renewal.

I am pleased to have recently added four new members to the National Hotel Committee. All are fully trained and bring four new perspectives to our group. In the coming months, I will introduce you to all of them. The names of the full committee are: Steve Carter, IMA; Sandy DiSalvo, DFW; Randy Horita, SFO; Sharron Lennox, IOR; Scott Meehl, JFK; Carrie Maniaci, DFW; Kerri Pieper, SFO; Carol Schaper, IDF; and Tim Weston, DCA. We also have members serving on local base councils who forward valuable information on their base specific issues.

'Til Next Time

Patty 

Flight Attendant Suggestion:

Carlie from LGA has asked us to remind you that you should use a credit card as a deposit for incidentals. DO NOT use an ATM/DEBIT/CHECK CARD. The hotel puts a "hold" on a certain amount of money on the card you supply, and if it is an ATM/debit/check card, then that amount of money is not available in your checking account should other checks or debits come in. It may cause a check to bounce. Remember, use a credit card! Also, if you are ever asked to leave a deposit to have the phone turned on, report it to the APFA Hotel Department immediately. All phones will be turned on when you check in without leaving a deposit.

Hotel

NEWS AND REVIEWS

Fort Myers; *as reviewed by Sharron Lennox*

Our new hotel in Fort Myers will be the Radisson Inn-Fort Myers. This is a wonderful property! The rooms are large and tastefully done, with a sitting area. The bathrooms are bright with a lot of counter space and hair dryers. The amenities include refrigerator, coffee maker, ironing board and iron, cable TV, and clock/radio.

The crews will have "Express Check-In," which means they will get their keys in the van, be taken to the entrance by the elevators, and never have to walk through the lobby. This entrance is only accessible with a key, and there are security cameras. All crewmembers will be kept together on the same floor. All floors have emergency exits on either end.

The bar and restaurant are separate. We get a 20 percent discount, which includes room service. All the van drivers have cell phones, and you can order room service to be ready when you get there. A complimentary continental breakfast is provided.

There is an outside pool, by a bar that looks like a Tiki Hut. There is also a volleyball net in a sandy area. A small workout room is available at the hotel. Gold's gym is two blocks away. Show your key, and it is a \$5.00 charge to use all facilities.

A Walgreen's next door is open 24 hours a day with a pharmacy. Within a five-mile radius, there are 56 restaurants. I-HOP is one block away. The Bell Tower Shopping Center is two blocks away. Enterprise Rent a Car offers a dinner special of \$9.95 for the evening. There is a phone in the lobby, and they will deliver the car to the hotel.

Indianapolis, long; *as reviewed by Carrie Maniaci*

We will be staying at one of our current layover hotels, the Omni Severin, located in the

heart of Indianapolis. This is a beautiful property downtown and has a great hotel staff. The newly renovated guest rooms have the basic amenities of coffee makers, iron/ironing boards, and hair dryers as well as fluffy robes and triple sheeted beds. Web TV is available in the guestrooms for \$9.95 for a 24-hour period. There is a work out facility that has cardio and universal equipment along with free weights and an attached indoor pool. The hotel has two restaurants, a coffee shop that opens at 6 a.m., and room service from 6 a.m.-11 p.m. In walking distance from the hotel are a wide variety of restaurants, shopping, entertainment, as well as sporting venues.

Indianapolis, short;

Our new short layover hotel will be the Radisson Hotel Indianapolis Airport. This is a beautiful, newly renovated (6.5 million dollars spent on renovations) airport property hotel. The hotel staff is outstanding and used to crew business. You can walk from the terminal to the hotel (250 feet away) or use the hotel shuttle. The

renovated guest rooms are quiet and comfortable with the basic guest amenities as well as triple sheeted beds. There is a nice workout facility, and the hotel will extend a 25 percent discount on all food including room service.

Hartford/Springfield; *as reviewed by Steve Carter*

The long and short hotel contracts were both up for review. We contacted the company and asked that two more hotels than they had originally scheduled be solicited for bids. Our new hotel language requires the company to honor this request. However, in this case, only one hotel responded. The other, the only one next to a shopping mall, did not bid. We knew that this would be a difficult review, and we had to see as many hotels as possible in order to get a clear and fair picture of what was and was not available. In the end, we looked at 14 hotels. Those of you who may have stayed at either the short or long hotels may understand what we were up against.

Hartford, Long; I am very pleased that

we will move to the Hilton Hartford in downtown Hartford for long layovers. The hotel is a high-rise building, renovated in 1999, and located adjacent to the newly developed downtown restaurant and entertainment district, which offers jazz and blues clubs and a comedy and billiards club. The Hartford Civic Center, used for ice hockey, college basketball, and concerts, is located here. During the day, you will find many places to go and things to do. The area is very clean. The hotel will provide a welcome letter and map of the area detailing all of the new development. There is even a riverboat tour for those interested in relaxing and learning about the area including the State Capitol. A pedestrian bridge crosses the river for those who want to go for a daytime run on a long layover. Be sure to check out their web page on the Hotel Department page of the APFA Web site for more information on activities there.

The hotel has 390 rooms with electronic key systems, deadbolts, and bar locks. All rooms have either two double or a king size bed and offer the

amenities we prefer such as cable television, coffeemaker, clock radio, iron/board, phone with two lines, and hairdryers in the bathrooms. The telephones have two lines, and local, 800, credit card, and local calls are free. There is a charge for in-room pay-per-view movies and Internet access using their system.

The hotel has a restaurant and lounge offering a 25 percent discount to crewmembers. Room service is also available with the same discount. There are ice, snack, and drink machines on the room floors. Coffee and Danish will be available for early morning departures.

The hotel has an indoor pool, Jacuzzi, sauna, and exercise room, all free of charge.

Hartford, Short; We are moving to a new hotel for our short layovers effective December 1st. It is the Doubletree Hotel Bradley International Airport, only five minutes from the airport. Because it is a short layover hotel, check-in will take place in the van. If you want a

smoking room, ask the van driver to radio the front desk and see if one is available.

The hotel has 200 rooms with electronic key systems, deadbolts, and door chains. Heat and air-conditioning is available year around, and the windows open for additional ventilation. Room amenities include cable television, clock radio, coffee maker, iron/board, and hair dryer. Pay-per-view movies are available in your room.

There are several small grocery stores nearby as well as several restaurants near the hotel. There are also five fast food outlets near the hotel, in addition to the hotel restaurant and lounge that offer a 25 percent discount on food.

The hotel has an indoor pool and exercise room. A health club near the hotel is free of charge to crewmembers.



Dues Arrears List

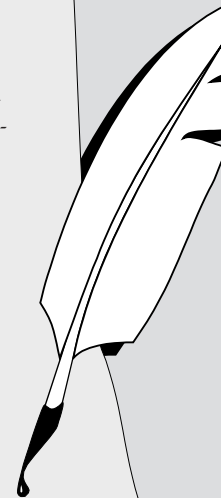
*A list of those Flight Attendants in dues arrears was published in the May 2002 issue of **Skycard**. Since then, 119 Flight Attendants have paid their obligation in full, and their names were removed from the list. The total of outstanding dues collected from Flight Attendants on alert status is \$82,394.69.*

The APFA Dues Department has instituted an aggressive campaign to collect all outstanding dues. This has resulted in the collection of \$257,103.27 in dues owed the APFA Treasury since the first of this year.

*The November/December 2002 issue of **Skycard** will contain an updated dues arrears list. In order to ensure that your name is not posted on this list, please make sure that your dues obligation is paid in full or that your payment plan is current. You can make payment arrangements by calling the APFA Dues Department at 800-395-2732, extension 8151.*

For those on Overage Leaves, Personal Leaves, or Educational Leaves, please remember that you remain dues obligated for the duration of your leave. APFA continues to work for you through enforcement of our contract while you are away.

If you are on an unpaid status or on furlough, you are not dues obligated. If you accumulated dues prior to your date of furlough or entering an unpaid status, you are responsible for the balance accrued.



Furlough Update

By George Price

APFA National Communications Coordinator

One year ago, American Airlines notified APFA that they would furlough Flight Attendants for the first time in almost two decades. American made the decision to furlough 1,186 Flight Attendants at American and 833 at TWA-LLC. Who would have ever believed it? After years and years of prosperity and unprecedented hiring, we were faced with having APFA members furloughed for an unspecified period of time. This was a situation most of us had never had to deal with. A majority of Flight Attendants had been hired after the furloughs of the early 1980s, including most of those in leadership roles within APFA.

The tragic events of September 11, 2001 have had far reaching effects. We feel the economic effects even today. As American continues to struggle to make up ground lost as a result of the decline in air travel, especially premium business customers, corporate decisions are being made that adversely

impact our work group. Whether the 11 percent reduction in overall capacity, the reduction or elimination of food service, deferral or cancellation of aircraft deliveries, or "de-peaking" of some hubs, it all equates to a reduction in the need for employees in many work groups including Flight Attendants. American is now moving ahead with the re-furlough of 162 Flight Attendants and the potential furlough of many more effective November 1, 2002.

These are not easy times. It is heartbreaking to know that anyone within our union is separated from their position as a Flight Attendant for American Airlines. The company has made it clear that this is a long-term situation. So, what can APFA do to best assist our members on furlough? The union cannot control certain decisions made by the company that create demand for Flight Attendants, such as the scheduling of food service, aircraft orders and deliveries,

or scheduling of flights. We are limited to provisions of our contract that directly or indirectly impact headcounts.

APFA's focus will be providing those members on furlough with as much information as possible regarding their status as Flight Attendants for American, the state of American and the airline industry, and available resources for those affected by reduction in force. APFA has many unique ways to disseminate information.

- **The APFA Web site "Furlough Page"** – This will be one of the most frequently updated mediums. Flight Attendants must be members of APFA to access this information. The Furlough Page will contain links to useful resources, job opportunities, and current updates on the status of furloughs.
- **The APFA HotLine** – The hotline is updated weekly or more often if events warrant. When information regarding furlough status is available, it

will be included.

- **Skyword** – The magazine will be published 10 times per year. APFA will include information of interest to those affected by reduction in force whenever possible.

- **APFA Furlough Reps** – These are individuals at various bases who have stepped forward to assist those on furlough through dissemination of information. They will get regular updates through the Communications Department, which they will be glad to pass on to those who contact them. Their contact information can be found on the Furlough Page.

- **Article 16** – Reduction in Force - Each APFA Furlough Packet contained a copy of this contractual provision. It is also available on-line on the APFA Web site. It outlines all of the reduction in force and recall procedures.

While on furlough, Flight Attendants remain members of APFA. They retain their right to access the APFA Web site, receive **Skyword** and any other mailers from APFA, and

vote in union elections and referendums. They are not dues obligated during their furlough. The entire APFA Communication Network and all APFA Representatives remain totally accessible during the furlough period.

American has said that the duration of furloughs will most likely be for an extended period of time. All furloughed Flight Attendants retain their recall rights for five years or 60 months from the date of furlough. This applies even if they hire into other areas of AMR. Keep in mind that some other companies, especially other airlines, may require resignation of American recall rights as a condition of employment with their company.

If you are one of those affected by the reduction in force, APFA urges you to stay informed not only on issues affecting our union but the state of the airline industry as a whole. You may have to make some pretty tough decisions, and you will need

as much information as possible in order to make the best decision for you and your family. APFA will do our part to update the communication network in order to assist you.

This has been an extremely trying year for everyone in the airline industry, but no more so than those who have been furloughed or face furlough. No one could have predicted the airline industry's continued decline. It was everyone's hope that the industry would have bounced back before now. The end result is business decisions that are aimed at curbing the losses but at the same time negatively affect the working women and men of the various airlines. When you are in the business of saving jobs like APFA is, it is incredibly difficult to see even one person furloughed.

You will not be forgotten!



Association of Professional Flight Attendants
Representing the Flight Attendants of American Airlines
Office of the President

October 3, 2002

The Honorable Edward Kennedy
Chairman
Committee on Health, Education, Labor and Pensions
Fax Number: 202-224-5128

Re: S. 3009, The Emergency Unemployment Benefits Act

Dear Chairman Kennedy:

For the Association of Professional Flight Attendants (APFA) representing the 27,000 flight attendants at American Airlines, I write to thank you, Senators Clinton, Wellstone, and Carnahan for introducing S. 3009, The Emergency Unemployment Compensation Act of 2002, that would provide 13 additional weeks of unemployment benefits to laid-off workers. The extension of these benefits is critical for airline workers who lost their jobs as a result of the 9/11 events. We currently have 1,728 flight attendants on furlough and expect to have additional members furloughed in November.

Flight attendants with the least seniority and, consequently, the lowest pay are the ones affected by these layoffs. For this reason, most of these flight attendants are not prepared financially and are in dire need of the additional assistance provided for in S. 3009. Please continue to fight for passage of the extension of unemployment benefits.

Again, thank you for introducing this much needed legislation. We stand ready to assist you in any way possible. Please feel free to contact me at 800-395-2732 Extension 8101.

Sincerely,

A handwritten signature in black ink, appearing to read 'John Ward'.

John Ward

The TWA Seniority Dispute

Unraveling the Issues

Introduction

The recent lawsuit filed by the TWA-LLC Flight Attendants challenging the Seniority Integration Agreement has undoubtedly generated its share of controversy. This article will provide an overview of the lawsuit. In addition, and perhaps equally important, we will review significant background events related to American's acquisition of TWA to provide a better understanding of the issues surrounding the lawsuit.

The American-TWA Transaction and Related Proceedings

In early January 2001, American and TWA announced that American would be acquiring TWA and that, as part of the transaction, TWA would file for bankruptcy. In the words of the International Association of Machinists, the bargaining representative of the TWA Flight Attendants, "TWA [was] Targeted for Takeover by American Airlines." The fact that TWA was headed to the bankruptcy court was hardly novel; this would be TWA's third bankruptcy filing in 10 years.

On January 9, 2001, American (the "Purchaser") and TWA (the "Seller") executed an Asset Purchase Agreement. Among other things, that Agreement specified certain "condition precedents" that would have to be satisfied before American would complete the

acquisition. One such condition precedent was that the TWA-IAM Collective Bargaining Agreement for TWA's Flight Attendants ("the IAM CBA") had to be amended "in form and substance reasonably acceptable to Purchaser **in its sole discretion.**" This would include elimination of provisions in the IAM CBA regarding scope, job security (including "successorship" and seniority integration protections in the event of transactions involving TWA and another airline), benefits, and a variety of other matters. Thus, as the IAM explained in an update to the TWA Flight Attendants, American Airlines is "demanding amendments to our Collective Bargaining Agreements as a **precondition** to its purchase of TWA assets," and particularly emphasized that the TWA Flight Attendants "would be required to give up Allegheny-Mohawk Labor Protective Provisions and rights for seniority integration."

TWA attempted to obtain the IAM's agreement to the contractual changes demanded by American, but when that effort was unsuccessful, TWA resorted to a vehicle provided under Section 1113 of the U.S. Bankruptcy Code (entitled "Rejection of Collective Bargaining Agreements") to accomplish this objective. Relying upon this provision, TWA asked the Bankruptcy Court for broad permission, among other things, to delete the provisions of the IAM CBA that

American was insisting be eliminated as a condition of its acquisition of TWA.

Waiver of TWA Flight Attendants' Labor Protective Provisions

Before a hearing was held on TWA's Section 1113 petition, the IAM, on April 4, 2001, agreed to delete all the provisions of the TWA Flight Attendant agreement in question, including the seniority protective provisions. These deletions were confirmed in a Transition Agreement between the IAM and TWA-LLC and an accompanying "Memorandum of Understanding For Changes to the TWA-IAM Flight Attendant Collective Bargaining Agreement" (together referred to in this article as "the IAM Transition Agreement"). IAM also agreed that "All Letters of Agreement, local agreements and minutes of negotiation that relate to Scope and Successorship issues shall also be deleted to conform to the American Airlines Asset Purchase Agreement." Although IAM had initially vowed that it would "aggressively defend any attempt by TWA or American to eliminate the security [the] collective bargaining agreements provides," it changed its tune and agreed to the substantial CBA revisions because, as it explained to the TWA Flight Attendants when it informed them of the contractual concessions, it was "the best we could accomplish under these very difficult circumstances." The TWA Flight Attendants also were informed about the significant revisions to their IAM CBA in an announcement by TWA.

At all times, American had made it clear that it would walk away from its acquisition of TWA if the IAM would not agree to the significant contractual waivers to which it ultimately consented on behalf of the TWA Flight Attendants. American was under no obligation to complete the transaction in the absence of these waivers. It was only after the IAM waivers had been secured that American "closed" the transaction. Had American backed away from this transaction, TWA would have been forced to liquidate. If that had occurred, the TWA employees' jobs would have been eliminated.

On April 10, 2001, the former Trans World Airlines commenced operations as TWA-LLC, a subsidiary of American Airlines.

The APFA BOD Resolution and Related Matters

On March 21, 2001, the APFA Board of Directors unanimously adopted a Resolution (Resolution #4) that established guiding principles that were to be incorporated into any future seniority integration agreement reached on behalf of APFA Flight Attendants: preservation of bidding seniority for American Airlines Flight Attendants; a fence around the TWA Flight Attendant bases restricting TWA Flight Attendants to flying flown by TWA at those bases; opportunities for American Airlines Flight Attendants to fill vacancies within the fenced bases; protections against furlough of American Airlines Flight Attendants; classification (pay) and company seniority (for retirement credit and vacation accrual) for TWA Flight Attendants based upon their years of service at TWA, and no credit for occupational (bidding)

seniority for TWA Flight Attendants based upon their years of service at TWA in the event they transferred out of the fenced bases.

Following adoption of this Resolution, APFA engaged in limited meetings with American to address matters related to the TWA transaction. However, as a reminder, during the spring of 2001, negotiations between APFA and American for a new collective bargaining agreement were at a critical stage. Understandably, the Union's attention was focused on those negotiations, not on the TWA transaction.

Once APFA and American reached a tentative agreement for a new collective bargaining agreement (the "APFA CBA"), the Union's efforts were directed towards the road shows related to the APFA CBA and upon the ratification process. This continued throughout the summer of 2001. When the votes were counted on September 12, the American Flight Attendants had voted to ratify the new CBA by an astounding 96 percent margin. Of course, that success and all other union activity at the time was placed on the back burner, as the tragic events of September 11 and their aftermath properly took center stage.

During that tumultuous period, TWA-LLC closed its JFK Flight Attendant base, American closed the SEA Flight Attendant base, TWA-LLC Flight Attendants were furloughed and, for the first time in over 20 years, so too were American Flight Attendants.

Discussions between APFA and American regarding TWA-related

issues resumed in the fall of 2001. Finally, and despite everything else that was happening at American and TWA-LLC, and throughout the industry, an agreement was reached between American and APFA on December 17, 2001 – the APFA-AA “Agreement on Seniority Integration and Related Matters”, or as it is more commonly referred to, the “Integration Agreement.” The Integration Agreement was consistent with the guiding principles that had been laid out in the March 2001 APFA Board of Directors’ Resolution.

The Integration Agreement provided that the terms of the APFA CBA, except as otherwise provided in the Integration Agreement, would apply to the TWA-LLC Flight Attendants once APFA became their bargaining representative. APFA became the bargaining representative on April 19, 2002, after the National Mediation Board had determined that American and TWA-LLC were a single carrier for Railway Labor Act purposes.

The new APFA CBA provided pay rate increases during the term of the Agreement of 27.5%, including 18.5% effective January 1, 2002, which placed the American Flight Attendant pay rates far in front of all other Flight Attendant groups. On January 1, 2002, TWA-LLC adjusted the pay rates of the TWA-LLC Flight Attendants to be “consistent with the pay of similarly situated AA employees.” As a result, the TWA-LLC Flight Attendants received the benefit of the industry-leading pay rates that APFA had negotiated. Because the TWA-LLC Flight Attendant pay rates had been

far below industry standard, the percentage increases for TWA-LLC Flight Attendants were considerably more substantial than they were for the American Flight Attendants. In the Integration Agreement, APFA consented to the continuation of these substantial pay increases for the TWA-LLC Flight Attendants.

The Lawsuit on Seniority Integration and Related Matters

As previously noted, in April 2001, the IAM, acting on behalf of the TWA Flight Attendants, waived several key provisions of the IAM CBA, including those that would have provided seniority integration protections. It was not until more than one year later, and after the IAM had failed in its efforts to become the bargaining representative,¹ that the IAM and seven former TWA Flight Attendants filed a Complaint against TWA-LLC, American and APFA in the United States District Court for the Eastern District of New York (in Brooklyn, New York), seeking to disavow the contractual waivers.² The plaintiffs allege that American made “material misrepresentations” and “fraudulently induced Plaintiffs to relinquish valuable rights to their detriment by, among other things, entering into the Transition Agreement and agreeing to the settlement of the Section 1113 Motion.” American denied these allegations and responded by stating “that if the Allegheny-Mohawk Labor Protective Provisions remained in the TWA/IAM Flight Attendant CBA, and if the TWA/IAM Flight Attendant CBA was not abrogated through the Bankruptcy Court granting TWA’s Section 1113 motion, then: American would not have acquired the assets of TWA, TWA would have

been liquidated, and all TWA Flight Attendants would have lost employment in the airline industry.”

Plaintiffs also seek to rely upon a “written agreement by American Airlines to employ a facilitator within 30 days from the closing of the Asset Purchase Agreement to help secure a process for fair and equitable seniority integration.” American, in fact, retained a facilitator. American never promised any particular level of seniority to the TWA-LLC Flight Attendants. And, of course, any alleged commitments by American or TWA-LLC were not and could not have been binding upon APFA.

The Complaint focuses on events that took place at or around the time of the bankruptcy proceedings. APFA played no role in the bankruptcy proceedings and made no promises to IAM, the TWA/TWA-LLC Flight Attendants, TWA, or American, including anything regarding seniority or IAM’s waiver of its seniority protection provisions. APFA did not become the bargaining representative for the TWA-LLC Flight Attendants until April 19, 2002, and therefore owed them no duty of fair representation before then. IAM represented the interests of the TWA Flight Attendants and, as their exclusive bargaining agent and acting on their behalf, made the determination to waive their seniority protective provisions. Whether or not the IAM properly fulfilled its responsibilities to the TWA/TWA-LLC Flight Attendants in providing the waivers or in its other actions in connection with the American acquisition is a matter that this article does not address. Significantly, the Complaint does not allege that the Integration Agreement

violated APFA’s duty of fair representation under the Railway Labor Act to the Flight Attendants it represents, nor that APFA owed a duty of fair representation under the Railway Labor Act to the former TWA-LLC Flight Attendants at any time prior to April 19, 2002.

The plaintiffs further allege that American agreed to provide benefits “no less favorable than those applicable to similarly situated American employees” including occupational seniority. American, TWA-LLC and APFA deny these allegations. In particular, no promises of any kind were ever made regarding the level of occupational seniority that would be provided to the TWA-LLC Flight Attendants.

The stated intent of the lawsuit is to invalidate the APFA-AA Seniority Integration Agreement. The plaintiffs are seeking “seniority rights based on each member’s length of service with TWA and TWA-LLC, and length of service as a Flight Attendant,” alleging that seniority rights were “wrongfully denied to members of the class.”

The claims in the lawsuit allege various torts and breaches of contract directed primarily at alleged actions or inactions of American. A Railway Labor Act claim is asserted only against American. The Complaint provides no clear basis for extending any of the claims to APFA. The events surrounding the filing of the lawsuit unfolded during the period in which IAM was certified as the bargaining representative for TWA Flight Attendants and when it alone, and not APFA, owed any duty to the TWA-LLC Flight Attendants.

American, TWA-LLC and APFA have denied all claims of wrongdoing. We are confident the Court will find no basis for any of the claims, not only against APFA, but against American and TWA-LLC as well. We also anticipate the Court will rule in favor of APFA, American and TWA-LLC without any need for a trial. APFA will forcefully defend against the claims and take all steps to resist what it considers to be entirely unfounded challenge to the Seniority Integration Agreement.

1. In a March 24, 2002 notice, before APFA was designated the bargaining representative, the IAM attempted to solicit signed authorization cards from APFA-represented Flight Attendants to have the IAM serve as their bargaining representative. That effort went nowhere and APFA remained certified as the bargaining representative.

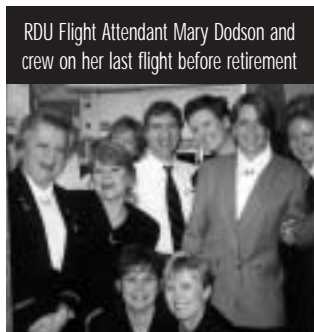
2. Sherry Cooper is one of the named plaintiffs in this action. At the time the lawsuit was filed, Ms. Cooper was serving as General Chairperson of IAM’s District Lodge 142. She is still actively serving as a General Chairperson of IAM amid these adverse litigation proceedings, while simultaneously serving as the STL Domestic Chairperson for APFA.



Retirement Education for Flight Attendants



Joan Ries and RDU Chair Peggy Turley on Joan's last flight before retirement



RDU Flight Attendant Mary Dodson and crew on her last flight before retirement



RDU Flight Attendant Mary Dodson at a retirement gathering thrown in her honor



The August APFA Retirement Seminar Participants

By Jill Frank, JFK

The responsibilities of a union include protecting and educating its members. With that in mind, APFA has completed training 54 representatives from around the system in the intricacies of our retirement and pension benefits. The last class was held in August, and the students are pictured on this page. Look for their names on your APFA bulletin board, look for their faces in the galley, and become aware of the steps you can take to maximize your benefits.

American Airlines has five full-time retirement counselors who work at corporate headquarters. They are responsible for the retirement of every employee at American (upwards of 100,000 people), with the exception of the Pilots. Beginning in July, the American retirement counselors have been "On the Road" presenting retirement benefit seminars tailored for Flight Attendants. APFA has had an active presence in these informative sessions. Both APFA and American are encouraged by the high numbers of Flight Attendants and spouses in attendance.

So far, there have been seminars in Miami in July and Chicago in September. Two sessions are sched-

uled for Los Angeles on October 17 at 11 a.m. and 2 p.m. Plans are on the drawing board to visit the New York area in November.

Please see the updated schedule of retirement seminars on the APFA Web site "Retirement Page."

It is the joint goal of APFA and American to make sure every Flight Attendant has access to this information. We are in the process of scheduling seminars at other bases later this year and in the first quarter of next year. Future seminars are dependent upon continued participation from the Flight Attendants. If you want to ensure one will be held at your base, let your Base Manager

and/or APFA Chairperson know you would like to attend one.

Please bring your annual retirement statement that you received in July and your APFA Retirement Booklet when you attend a seminar. These seminars pack in a lot of information and are a wonderful tool in planning your future.



THE NEW APFA RETIREMENT BOOKLET IS LOCATED IN THE CENTER SECTION OF THIS ISSUE OF *Skyword*. IT CAN ALSO BE FOUND ON THE APFA WEB SITE UNDER THE "RETIREMENT" ICON ON THE OPENING PAGE.

PENSIONS: Separate and Unequal

As packages increase for top exec, many workers are getting less **By David Leonhardt, NY Times**

General Electric allows its top executives to contribute money to a retirement fund on which the company recently guaranteed an annual return of at least 10 percent, far better than a typical GE worker saving money in the company's 401 (k) plan can expect. Tenneco Automotive, which makes shock absorbers, permits its executives to receive a full pension at age 55, seven years before the company's other employees can.

When Louis V. Gerstner retired as IBM's chief executive last week, he became eligible for an annual pension of at least \$1.1 million, precisely what the company promised in his contract when he joined eight years ago. As part of a 1999 cost-cutting program, however, many IBM employees are set to receive smaller pensions and retirement health-insurance benefits than they were promised when they were hired.

Such contrasts have become the norm over the last two decades, as the United States has increasingly developed a two-tier pension system. Companies seeking to increase profits have cut retirement benefits, leaving many members of the baby boom generation unprepared for life after age 65 despite the long bull market, some economists say.

More rewards, less risk

But executives have persuaded their directors to reward them with ever-larger pay packages. Often, on top of millions of dollars in salary, bonuses and stock options, many top managers have received pensions that are more generous than they once were and are often devoid of the risk inherent in the typical 401 (k) plans that have replaced the old company pension for many workers.

Some companies give their executives large annual payments and guaranteed investment returns. Others, including Bank of America and Estee Lauder, pay the premiums on life insurance policies for executives, allowing them or their heirs to collect cash payments decades after retirement.

Delta Air Lines and AMR Corp., the parent of American Airlines, as well as other companies, give executives credit for many more years of service than they actually have, increasing their pensions.

In recent weeks, policy-makers have focused attention on the plight of workers at Enron and Global Crossing who had invested most of their retirement savings in company stock that is now almost worthless.

Many executives escaped in much better shape, having received multi-million-dollar payments or sold many shares before the companies filed for bankruptcy protection and their share prices plummeted.

Far more common, however, is the diverging of fortunes at healthy companies such as GE and IBM.

Decline in value

From 1983 to 1998, the last year for which the government has published data, the amount of retirement money held by the typical household with people from the age of 47 to 64 fell 11 percent after being adjusted for inflation, according to a recent study by Edward N. Wolff, an economist at New York University. That number includes private pensions and the value of anticipated Social Security benefits.

The decline occurred as many companies replaced traditional pensions, which pay a predetermined annual benefit, with voluntary savings programs such as the 401 (k). While higher-income workers were able to save a significant part of their salaries and benefit from the stock market's run-up, many other workers found it hard to set aside money for retirement. At the same time, companies were cutting their retirement contributions as they switched to 401 (k) programs.

Executives, meanwhile, have sweetened their pensions, ensuring that the plans will be generous even if the company's stock, or the market as a whole, is suffering, pay consultants say.

There are no broad statistics on executive retirement programs, in part because companies are not required to publish many of the details. While companies must report the salary, bonus and stock award for each of the top five executives, they can lump together pension liabilities without specifying how much is owed to executives and how much is owed to other employees.

The boom in executive pensions began in the 1980's, after the federal government enacted a law limiting the amount of an employee's salary that a company can consider when contributing to pension coffers.

Separate plans

Executives quickly flipped the purpose of the law by establishing separate retirement plans for themselves, divorcing their financial interests from company pensions.

In many cases, executive pensions give benefits that are far more generous than rank-and-file workers receive, even after the differences

in salaries are taken into account. Bank One adopted a plan in 1998 that pays top executives up to 60 percent of the average of the final five years of their salaries, according to a company filing with the Securities and Exchange Commission.

Tenneco, in calculating pensions, multiplies its employees' compensation by the number of years they have worked at the company. Top executives receive up to 4 percent of this sum annually; other employees receive up to 1.6 percent.

Since Enron's collapse, both Republican and Democratic lawmakers have said that some pension rules should be changed to prevent bankruptcy filings from hurting only lower-level employees. But the most prominent proposals, including President Bush's, would not alter basic rules covering executive pensions.

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dc mall



dc mall



dc mall



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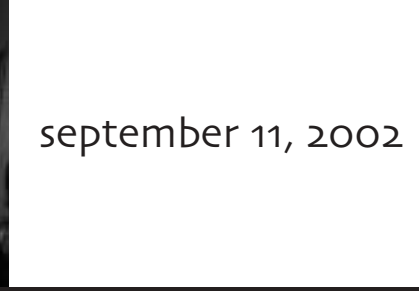
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september 11, 2002

Security Measures for Flight Attendants



Joan Wages provides final instructions to the lobby team

By Joan Wages
APFA Washington Representative

Legislation passed the U. S. House of Representatives in July, providing for mandatory self-defense training for Flight Attendants. In addition, the bill requires that a hands-free, two-way communication system be established between the cockpit and cabin and that the Transportation Security Agency (TSA) perform a study as to the viability of Flight Attendants having non-lethal weapons in the aircraft cabin.

These three provisions were included in H.R. 4635, Arming Pilots Against Terrorism Act, which establishes a program allowing Pilots to carry lethal weapons. The bill would qualify Pilots who complete extensive training on firearm proficiency to be Federal Flight Deck Officers. It also limits the liability of Pilots and air carriers should the weapon be used.

Arming Pilots has been very controversial – few stand in the middle. Many members of Congress changed their positions on this issue as the bill moved through the House. The Pilot coalition supporting the bill gained recognition by presenting the Aviation Subcommittee with petitions containing

more than 40,000 Pilot signatures in support. Then they kept up a constant drumbeat on Capitol Hill, relentlessly lobbying members, and finally picked up tremendous momentum when the National Rifle Association (NRA) came to their aid.

The bill passed the House with an overwhelming majority, giving it great momentum as it headed to the Senate. Senator Bob Smith (R-NH) had introduced a similar bill, but it contained stronger Flight Attendant security provisions than those passed by the House. With the momentum from the House vote and a real possibility of passage, APFA decided to lobby in support of the Senate language. Better to get security provisions APFA members need and want than to be left behind by the train.

When the Homeland Security Bill came up on the Senate floor, Smith joined with Senator Barbara Boxer (D-CA) to introduce his bill as an amendment. After a few hours of debate, it passed by a huge majority.

As this article goes to press, the fate of Homeland Security is uncertain. Consequently, the fate of the Flight Attendant security provisions is uncertain. Assuming that a bill passes the Senate (which may be a big assumption), it then goes to conference to iron out the differences between the House and Senate bills. Those differences include the Pilot and Flight Attendant provisions, since neither of these provisions were part of the House version of Homeland Security. Yet, the bill passed the House as a stand-alone, and it will most likely be added by the House in conference. Be sure to call the APFA HotLine or log onto the APFA Web site at www.apfa.org for the latest updates on this rapidly moving issue.

On September 9th and 10th, APFA President John Ward and other line Flight Attendants from DCA, MIA, and IDF were on Capitol Hill lobbying in support of the security measures contained in both the House bill and the Boxer Amendment. During the two-day lobby effort, President Ward and Treasurer Juan Johnson met with Representatives William Lipinski, (D-IL.), and Peter DeFazio, (D-OR). Flight Attendants Val Everett, Victoria Leahy, Linda Sauder, Aquanette Betts, Nancy Eskau, George Price, and Thelma Dodson met with several Senate and House staff. In each of the various meetings, the safety and security concerns of APFA members were discussed. Each of individuals the APFA lobby group had the opportunity to speak with was very interested in hearing input directly from the Flight Attendants themselves. They

asked very pointed questions regarding the state of airport and airline security and what Flight Attendants felt could be done to enhance overall security. The Flight Attendants involved in this lobby effort were very well received during their visit to Capitol Hill.

On the morning of September 10th, some of the APFA lobby team had the opportunity to sit in on testimony by Under Secretary of Transportation Admiral James Loy before the Senate Commerce Committee. Admiral Loy's testimony centered on the state of security in the aviation industry. At one point, Admiral Loy responded to a question from Senator Hollings of South Carolina regarding the adequacy of Flight Attendant self-defense training. His response generated some concern among Flight Attendants in attendance and prompted a letter from APFA President John Ward, which is included in this month's Safety Article.

As issues affecting Flight Attendants make their way to Congress, APFA will make our opinion known not only through write-in and call-in campaigns, but also through personal visits with members of Congress. If you would be interested in participating in future lobby events, please let APFA Communications Coordinator George Price know via e-mail at Communications@apfa.org. He can also be reached at APFA Headquarters at 800-395-2732, extension 8308.



APFA Lobby Team briefing



APFA President John Ward, Representative William Lipinski, (D-IL.), and APFA Treasurer Juan Johnson



John Ward, Representative Peter DeFazio, (D-OR), Juan Johnson, and APFA Legislative Rep Joan Wages

Base Field Reports

BOS

Julia and I were invited by the Nashua Police Department to attend the Northeast Law Enforcement Expo in Merrimack, New Hampshire on September 7th, where our fallen colleagues were recognized as heroes, and our profession was recognized as contributing to public safety. New Hampshire Governor Jeanne Shaheen thanked us, and all airline workers, for continuing to do the increasingly difficult job we do every day in the name of public safety.

Reserve Moveable Day

Many questions have come in regarding the moveable day on Reserve. "They've moved it to stand alone!" is a common call. In fact, the only time that a Moveable Day cannot stand alone is when it is printed on the bid-sheet. On your schedule, crew schedule can move it and have it stand alone. You must be notified of a move no later than noon the day before the moveable day was scheduled to begin.

Safety

Please continue to be vigilant in your safety and security procedures. Report problems and concerns ASAP.

Teamwork remains the essential element, not only for the service, but also in accomplishing the safety and security procedures. Regardless of personal differences, a crew must work together to make judgments and decisions. Please continue to support each other and protect one another.

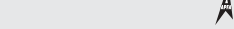
IN UNITY,

Julia Carrigan,

Chairperson

Michelle Brawley,

Vice Chairperson



ORD

As many of you are aware, we recently received the arbitrator's decision regarding our win on Base Case SS-37-2001-ORD-3, Mallon et al. The award upholds APFA's position that when a Flight Attendant is reassigned following a mid sequence misconnect, then s/he will be pay protected for the greater per Article 8 I. Remember, there are three rules to qualify for a true reassignment: your original trip must have operated (without you!) and you had to be legal and available to take

the trip. If all three are satisfied, you are then eligible to be paid the greater of the two assignments.

This was a great case. It all became possible due to two Flight Attendants' extensive documentation and prompt notification to the APFA ORD Office. Both elements are key to any successful case. Remember, always keep a copy of documentation for yourself and submit clean copies to APFA. Clean means no notations on the docs. All notations must be on a separate piece of paper.

IODs

If you have had an IOD challenged due to the injury occurring on a layover, please contact us right away. You may have a good chance at winning the appeal. Keep all of your documentation including all communications with the company and SRS Hartford.

Reserve Preferences

We need your feedback as to how the first two months have gone. What criticisms do you have and what do you like? Call us at the APFA ORD Office, 773-380-1202.

APFA Rep in OPS Day

Remember, the 18th of every month is ORD APFA Rep in Ops day. You can find us at the back of K19 Ops. Occasionally, we have to go into Flight Service to represent a Flight Attendant. We started this four years ago on November 18th, and since then, other bases have joined in. We're there to talk, help with bids, listen, pass on information, and the ever important clear up the current rumors du jour. Come on back! We also have APFA pins and bag tags for our members.

Base Notice of Dispute Regarding Crew Meals

The case has been filed, and we have received some very good supporting documentation. If you are on a trip where you are supposed to have crew meals and they don't show, please continue to send us the documentation.

ORD APFA E-mail Group

If you want to be on the list, just send your request with your name and employee number to apfachord@earthlink.net. We send out pertinent airline information as well as hotlines, base updates, etc. You can also

update your address, phone, and name changes through this address. We're happy to forward it on for you.

Retirement Seminars

The first two seminars in ORD were a great success! The room was packed for each session. Most walked away learning a great deal of information about their individual retirement and found the resources necessary to answer their future questions. We hope to do this again. If you can attend at another base, do so. It is very worthwhile.

That's it for this month. Take care of each other.

In Unity,

Liz Mallon,

Chairperson

Steve Wilson,


Vice Chairperson



LGA

Attention all LaGuardia-based Flight Attendants

I would like to express my gratitude to all of you for allowing me the opportunity to serve as your Vice Chairperson for the past five months. It has been a very rewarding experience for me. It afforded me an opportunity to learn more about the contract as well as the inner workings of both APFA and the company. As of August 21, Eric Hodgson assumed the position of Vice Chair. I will continue to work closely with Suzanne, Eric, Michelle, and Kathleen at the LGA and JFK bases as well as with our National Officers at APFA Headquarters. Once again, many thanks for the support and votes of confidence!

Timothy M. Saulter 

IOR

September 11, 2002 Update


As we embarked on the anniversary of September 11, 2001, IOR coordinated with both ORD and Chicago Flight Service to ensure our Flight Attendants were given support in various areas. Our Flight Attendants proudly wore their ribbons and exhibited a positive and cohesive attitude while treating the significance of the day with both reflection and respect. A big thank you is owed to CISD Representatives Patty French, IOR, and Debbie Dent, ORD, who rendered their full services on days preceding and following September 11th, as well

as on the day itself. Base Officers of IOR and ORD, including both Chairs Doug Elmore and Liz Mallon and Vice Chairs Nancy Moehring and Steve Wilson, spent the day at the airport mingling with crews and coordinating issues that needed follow-up. Flight Service coordinated well with us in all of the day's activities. I think all four of us Base Officers would agree that our Flight Attendants were awesome. We can now look ahead in a positive light with both strength and unity.

Retirement Update

On September 17 and 18, retirement meetings were held in Chicago. Four sessions were held with presentations given by company members Vicki Smith and Jim Ritchie, with assistance from Jill Frank of APFA. We would also like to thank IOR Retirement Representative Kate Grant, who helped coordinate details and who is working tirelessly in assisting with retirement questions and issues. Attendance at the meeting was phenomenal, and our Flight Attendants are requesting the meetings be repeated at future dates. It's now apparent to our Flight Attendants that to maximize what they receive in retirement, they must start planning many years ahead of time. We also look forward to the addition on JetNet later this year of a new web site to aid in retirement planning.

In Unity,

Nancy Moehring,
Chairperson 

Dear IOR Flight Attendants:


As you receive this copy of ***Skyword***, I will no longer be your APFA Chairperson. Let me first say that it has been the utmost honor serving as your Chairperson over the past several years. Nancy Moehring and I have always considered IOR a base of integrity, strength, and unity. I have personally experienced your commitment to APFA and to the cause of true trade unionism. I am so proud of all that we, together in a unified voice, have accomplished at IOR. There are so many defining moments that clearly reflect our commitment to our union.

I am honored to have served as a member of the APFA Board of Directors with some very talented people. Our Board has provided incredible leadership through the most difficult of times and situations. The Ward Administration in particular has had to face some incredibly difficult issues. Through it all, the officers, along with the APFA Board, have proven the strength of our union through our perseverance.

Effective October 2, 2002, Nancy Moehring assumed the duties of the IOR Chairperson. Nancy has always given her "personal best." As I observe her assume her new position as your Base Chairperson, I see a unionist that is even more dedicated than before. I ask that all of you stand behind Nancy as you did me. Nancy and I worked as a team, and I know she will continue to serve you

with that same "personal best." She is an individual of high ethics, integrity, and never settles for anything less than the best. I am proud to call her my APFA Base Chairperson. I ask that you provide Nancy with your support as she embarks in her new role as our Base Chair.

Thank you again for allowing me to serve as your Chairperson. It has truly been an honor!

In Unity,
Doug Elmore 

DFW

VM Crew Meals

Crew meals for VMs continue to be a problem. Please follow these steps when you do not receive your meal. Call local catering and the agent. If you are not successful, and you are at a base city, contact the MOD office with your sequence. If you are in a non-base city, call your MOD. The MOD should contact local catering. If the request cannot be filled at a local station, it should be filled at the next down-line catering station. If a meal is still not provided, put a copy of your sequence in the APFA lock box with an explanation of your efforts to obtain the meal.

VACATION MYTH...DO NOT FALL FOR IT!

We continue to get calls from Flight Attendants who believe that if they have a primary vacation and they bid a trip that gets in before noon on the first day

of the vacation, they must fly it. NO, this is a myth. The rule is that a Flight Attendant will be removed from any trip that touches an actual vacation day, including report and debrief times. The confusion arises with the pre-vacation "48."

Here it is made easy: On one vacation of at least 14 days, you are entitled to one paid pre-vacation 48. It is automatically attached to the beginning of the primary vacation. The only reason you would have to work a trip that touches this pre-vacation 48 is if at least the departure time (converted to home base time) of the LAST LEG of a trip sequence falls within the actual calendar days of the pre-vacation 48.

Here is an example: A DFW Domestic Flight Attendant is considering a sequence that departs SAN at 2145 on the 2nd. The vacation is the 3rd through the 18th. Convert 2145 to home base: 2345. You would have to work the trip, because the last leg to home base departs before the pre-vacation 48 begins at 0001 local base time on the 3rd. An example of being removed and paid for the same trip would be if the departure time of the flight were 2245. Convert 2245 to home base: 0045.

In Unity,

Chris O'Kelley,
Chairperson
Margaret Stewart,
Vice Chairperson 

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APFA Price	\$27,791

2003 Infiniti QX4 4X2

MSRP	\$36,455
Dealer Invoice	\$33,494
APFA Price	\$31,862

2003 Infiniti G35

MSRP	\$30,565
Dealer Invoice	\$28,060
APFA Price	\$27,742

** Prices subject to change.*

** This program expires 3/31/03*



2003 Infiniti M45



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