

SKYWORD

STATE OF THE
UNION

VOLUME SIX • ISSUE ONE

2003

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John Ward
APFA President

The State of the Union

As we begin the new year, I think it makes sense to do what, ideally, we often say we're going to do in our personal lives, but too often find excuses not to: to pause for a moment and take stock of where we are and decide what we want or need to accomplish in the new year.

First, let's consider where our union is at this time. With all that has happened to our personal and professional lives in the past year and a quarter, I'm amazed at how relatively strong we are. As a profession, as a union, as Americans, as human beings, we have endured recent events that none of us could have expected in our wildest imaginations and well beyond what we could have reasonably been expected to cope with. The tragedy of September 11, followed by massive furloughs, our industry and company under siege, and ongoing threats on many fronts to our well being – events whose magnitude boggles the mind and tests the spirit. Deaths of our loved ones and flying partners, loss of employment and a pay check, news reports that seem bleaker and bleaker as the days march on – enough for a lifetime, let alone 16

months. And yet, as a group and as a union, we not only have survived, we have somehow managed to move forward.

One could ask – or at least an outsider could ask – how have we managed to do that? For starters, we could point to the substantial boost to our paychecks and morale that we received from our new, truly industry-leading contract. As the top official within our union, I can also point to the depth of talent in and the substantial contributions made by our many elected and appointed representatives: my fellow National Officers, our Board of Directors and Executive Committee, our Base Representatives, our Department Coordinators and Division Representatives, and the many other Flight Attendants and non-Flight Attendants who contribute so much of their time and sweat to represent your interests and to strengthen this union, the American Airlines/TWA-LLC Flight Attendants, and the Flight Attendant profession.

But as the President of your union, I know that what makes this union tick and has enabled

us to remain steadfast in the face of all these horrific events is you, the membership.

Being President of this union is a tough, demanding job. There never is any down time, or at least there hasn't been during my term of office. In addition to the things you know about – our lengthy contract negotiations, the TWA transaction, dealing with Sept. 11 and its aftermath, the furloughs, and the economic pressures facing our industry and company (about which I'll have more to say later in this report), there are the less public, yet important day-to-day demands. These include, for example, extensive dealings with the company: many meetings with the company on an amazing variety of issues, often – as is the company's method of operating – with virtually no advance notice, as well as the countless hours spent on the phone. My office also has spent considerable time and effort on the legislative front, coordinating with our Washington representative, Joan Wages, assisted by local APFA leaders and many of you to push issues on Capitol Hill that are important to our members and, just as frequently, doing every-

thing possible to derail attempts to adopt harmful legislation. I have worked with the National Coordinators – Contract, Safety, Scheduling, Health, Communications, and Hotel – to ensure that our Departments are running smoothly and providing the best services possible. I have met and conferred with my fellow leaders at other unions at American and with other Flight Attendant unions to ensure that our concerns are heard and protected. And, then there's the extensive time that is spent on internal union matters – interacting with my fellow Officers, members of our governing bodies, our base representatives, and on staff-related matters. I can't overestimate how much time this all takes and how continuous these activities are.

But whenever it begins to seem a bit much, what keeps me going, and what more importantly keeps our union going, is the incredible strength, dedication, and good humor displayed by so many of you who are out there in the trenches. An outsider could marvel and ask, "How do they do it?" I know how you do it because I'm one of you, and I know what we're made of – but it's an incredible thing to witness nonetheless.

"... we are pursuing a course that is entirely responsible and that has one guiding objective: doing whatever is necessary and appropriate to best protect the interests of the American and TWA-LLC Flight Attendants."

Having said all this, I now need to address the road that lies ahead in 2003. In a nutshell, it probably won't be a pretty one. We all know that the airline industry has lost several billion dollars these past two years. We also know that American has experienced substantial losses. We couldn't hide from this reality if we wanted to, what with the daily newspaper, online and television reports on the plight of our industry.

You all know that in early December, the company asked APFA to "forego" the 3 percent pay increase we were scheduled to receive in January. At the same time, it made clear that this was just the initial request and that the company had something far more extensive on its mind, and subsequent statements have only confirmed that is the company's game plan. There were two quick, easy responses: (1)

yes; or (2) no. But these are not easy times, and they do not call for easy responses. Instead of reacting in a knee-jerk fashion, we are pursuing a course that is entirely responsible and that has one guiding objective: doing whatever is necessary and appropriate to best protect the interests of the American and TWA-LLC Flight Attendants.

The first thing we have done is to engage the services of a financial advisor to conduct a thorough, independent review of the company's financial data and business plans. This is an extensive, complex undertaking, but one that is absolutely essential. When that review and analysis is complete, we will be in a better position to evaluate the company's request for relief, determine if there is a situation that needs to be addressed by the company's employees, and if so, what type of response is appropriate from the Flight Attendants. I will convene a meeting of the APFA Board of Directors to consider the financial review and analysis and to determine an appropriate response. We - and by that I mean all of you on the line as

well as your union leaders and representatives - worked extremely hard and for far too long to obtain our excellent contract. Any company requests for relief, particularly as they may pertain to our existing contract, will be subject to intensive scrutiny, with a heavy burden placed on the company to justify any proposed modifications. And, if we ever get to that stage, you, of course, will have the final word.

We can anticipate the company will be stepping up its pressure, saying that its requests must be satisfied in their entirety and immediately, and threatening dire consequences if they are not. We've seen this approach many times before - most recently in our last round of contract negotiations - and we'll see it this time around, although the threats and the pressures may even be more extreme. It is precisely at such times that we all must keep our cool, not panic, and maintain our responsible, prudent approach to addressing the situation.

As we move ahead in this process, I plan to be talking to you with increasing frequency. I

recognize how important your input and involvement are: they were absolutely critical to our successful negotiations; they will be critical here as well.

We will also be coming to you for help on another front. As you know, the results of the recent elections were not good for America's workers and unions. We face a White House and a Congress that are controlled by interests that are not friends of labor. Last year, we were able to turn back the attempts by some to enact legislation that would effectively destroy the Railway Labor Act and meaningful collective bargaining - the so-called "McCain bill." Now, with a reconfigured Congress, leadership on the Committees with direct responsibility for our issues who support this harmful legislation, with heavy funding and support from our company and some other airlines, and with a concerted lobbying effort by a professional flack team (called "CESTA") headed by former Congresswoman Susan Molinari, our task will be that much more formidable. U.S. Senators, Representatives and their staff

“... when this group stays together and is committed to obtaining a result, there's nothing we can't achieve.”

have repeatedly told us how effective Flight Attendants are when they descend on the Hill. I've been there and seen it firsthand, and it indeed has been impressive. Our combination of credibility and charm comes to the forefront; those in Washington quickly realize that we are honest, hard-working people, many with families to support. We also effectively dispel the notion that airline workers are an overpaid group of troublemakers who need to be controlled. We will be calling on you, again, to join us as we wage this necessary and difficult battle.

I mentioned that the company has been a principal supporter of this legislative effort to harm us. No one should lose sight of the irony of the company's actions and how misguided they are, particularly at this time. The company is asking for our help, trying to wring concessions in our wages and working conditions, while, at the same time, it is trying to gut our collective bargain-

ing rights. Is it any wonder that we're skeptical when the company says it is interested in improving labor relations at American or in forming a “partnership” with labor? I intend to forcefully insist that the company withdraw all financial and other support from this legislative game, and I will be calling on you to assist me in that effort.

Let me close by again thanking you for hanging tough during these tough times. To repeat something I've said before, but which I can't say often enough: when this group stays together and is committed to obtaining a result, there's nothing we can't achieve. We have, time and again, demonstrated that we are a force to be reckoned with. I don't see any reason why we can't continue to be that force if we lock arms and move forward together.



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

December 16, 2002

Mr. Don J. Carty
Chairman and CEO
American Airlines
P.O. Box 619616, MD 5624
Dallas/Fort Worth Airport, Texas 75261-9616

Dear Don:

I am responding to your letter of December 13.

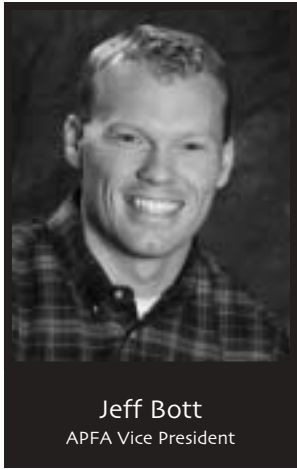
As a follow up to our meeting of December 6, APFA has begun the process that will enable us to respond to your request by engaging a financial advisor to conduct a necessary, thorough review of the pertinent financial and related data and issues. In that regard, our advisor has met with top management personnel and will shortly be confirming information that the Company will need to make available for review so that the Union is in a position to formulate an appropriate response. Once this financial review is underway, we anticipate there is likely to be a need for further discussion with senior management to obtain additional information pertinent to the Union's review. This process will be conducted as expeditiously as feasible, consistent with the understandable necessity for the Union to conduct a due diligence review to best protect the flight attendants we represent while responding appropriately to the Company's requests for assistance.

Once the review of financial and related matters is concluded, I intend to convene a special meeting of the APFA Board of Directors to address these issues in depth and determine an appropriate response. I will notify you when the Board of Directors meeting has been scheduled.

Sincerely,

John Ward

cc: APFA Board of Directors



Jeff Bott
APFA Vice President

A Review of 2002 - Looking Ahead at 2003 The State of the System Board of Adjustment

2002 proved to be very busy and challenging for the Vice President's Department. I wanted to review the undertakings of the department that occurred throughout the year and identify the future unresolved issues and areas that will be addressed in 2003.

Many disputes were resolved on the local level at their point of origin by your Base Chairs, Vice Chairs, and other Council Representatives. Cases that were not resolved locally were passed to the national level and subsequently arbitrated or resolved by the Division Representatives, SBA advocates, or me. Often, these resolutions are derived from a combination of the three parties, as the cases that end up in this part of the process tend to be more complicated. It is most beneficial to obtain resolutions locally if possible; therefore, my department works very closely with your elected base representatives when called upon.

The grievance machinery in our contract continues to function very efficiently with the Alternative Dispute Resolution

process outlined in Articles 28 and 29. This language came out of our '93 Strike as part of the first ratified Tentative Agreement and was later incorporated into what became our '95 contract. It has provided for many successes since its inception. The fruits of this operation are more expedient and provide for additional satisfactory resolutions on the base level. This, along with the opportunity for four quarterly system board hearings a year on the national level, serves as the venue to resolve issues expeditiously, whether via management at the base level or a neutral arbitrator at the final, national level.

QUARTERLY SYSTEM BOARD CASES FOR 2002

When a case is heard before the Quarterly System Board of Adjustment (QSB), the outcome is often precedent setting systemwide. Even if the case is specific to one Flight Attendant's issue, the outcome of that case could impact all of us. The language resulting from a favorable outcome can be incredibly helpful for future grievants in similar situ-

ations. On the other hand, with a loss at the national level, the language can be damaging to those who may find themselves in the same position down the road.

Many cases don't end up being arbitrated due to last minute efforts on the part of the parties to reach a mutually satisfactory settlement that resolves the issue. This allows the parties to retain control of the resolution rather than allowing an outsider to force the outcome.

Along those lines, QSBs are a two-way street. It is important for the Vice President's Department to weigh the pros and cons of challenging the complex interpretational disputes of our contract that arise with the company. This decision is based solely on the facts of each case. Clarifying contractual language often requires the expertise and testimony of those who actually negotiated the language. This requires an intense amount of homework on the part of the System Board Department: among them interviewing former negotiators, consulting current and past APFA

leaders, analyzing other unions' practices, down to researching the available panel of arbitrators. In the end, if we choose to arbitrate the case, an arbitrator's settlement will provide a final resolution, and we can end up better or worse because of it.

If a case is withdrawn without prejudice, it is removed from the docket, but the issue can be refiled and revisited at a later point assuming better circumstances and facts upon which to base a case, if the union chooses to do so. Cases may be withdrawn for several reasons, including but not limited to:

If the union is aware of language with regard to previous arbitrations or past practice that was unfavorable to the grievant(s),

If there is clear language in the contract that does not support the Flight Attendant's position,

If there is insufficient evidence for a case, or if the point becomes moot.

If a case is postponed, it could be because the union or the company's

witnesses or the Flight Attendant(s) involved are unavailable. It could also be the result of a pending settlement, which provides the parties with control over the outcome. In other words, cases are postponed only when necessary. Generally, they are not postponed beyond the following quarter.

Many cases received in my department can be settled with a favorable outcome for the individual, the group, or the base for which the grievance was filed prior to arbitration because of past practice or a prior arbitration on the same or similar issue. N.O.D. settlements are normally done on a non-precedent setting basis, which often opens the door to settlements we could not ordinarily obtain based on the facts of the case were it to be applicable systemwide, rather than just to the individual or the base.

The following are the number of cases scheduled, settled, withdrawn from, postponed, or arbitrated in the Quarterly System Board during 2002:		
February 2002	34	Cases Scheduled on the Docket*
First Quarter	10	Cases Settled Prior to Arbitration
	12	Cases Withdrawn Without Prejudice
	12	Cases Postponed by the Company or APFA
	0	Cases Arbitrated
April 2002	15	Cases Scheduled on the Docket
Second Quarter	6	Cases Settled Prior to Arbitration
	0	Cases Withdrawn Without Prejudice
	11	Cases Postponed by the Company or APFA
	1	Case Arbitrated (SS-48-2001-MIA-18) - See <i>Skyword</i> Vol. 5, Issue 7, "Rescension of App. T," pgs. 5-6
July 2002	18	Cases Scheduled on the Docket
Third Quarter	13	Cases Settled Prior to Arbitration
	0	Cases Withdrawn Without Prejudice
	3	Cases Postponed by the Company or APFA
	1	Case Arbitrated (SS-37-2001-ORD-3) See <i>Skyword</i> Vol 5, Issue 9 "Pay Protection Following Reassignment after Misconnect, Illegality or Cancellation," pgs.6-7 (SS-56-2001-BOSI-7) Arbitration suspended mid-hearing and subsequently settled. "Crew Rest"
October 2002	7	Cases Scheduled on the Docket
Fourth Quarter	5	Cases Settled Prior to Arbitration
	0	Cases Withdrawn Without Prejudice
	2	Cases Postponed by the Company or APFA
	0	Cases Arbitrated

* This docket also contained all cases from the October 2001 docket that was postponed entirely due to September 11, 2001.

PRESIDENTIAL GRIEVANCES FOR 2002

My department has also worked meticulously on numerous Presidential Grievances, many of which date back to the early and mid '90s. This is an area in which we have made some hard-fought progress with even more successes anticipated for 2003. We have resolved old cases in addition to keeping up with the many new systemwide disputes that occur. We must remain flexible and be prepared to reprioritize if necessary, therefore adjusting our time lines when the need arises. For example, the two Presidential Grievances on furloughs in early 2002 had such a multitude of issues that affected so many Flight Attendants due to vital time-sensitivity aspects that it became an immediate priority and was handled accordingly. Both cases were settled favorably to the APFA.

The preparation of Presidential Grievances scheduled to be heard before a neutral arbitrator is time consuming and can be quite costly, as well. Some Presidential Grievances require more complex

research and preparation than others. An especially good illustration of this is the 777-A Presidential staffing case, which took my department a total of a year and a half to prepare – collecting necessary data to present this case.

DISCHARGE GRIEVANCES FOR 2002

Discharge cases are also heard and scheduled by the same group of people at both the APFA and American. While the APFA retains excellent labor attorneys that assist us in presenting discharge cases and Presidential Grievances that the APFA takes forward, we rely heavily on those groups mentioned in this article who work in the Vice President's Department for much of the preparation, background, and data that formulate our principal case in chief. The department must perform a very intense juggling act to ensure that all of these aspects are handled appropriately.

Due to the private nature of the APFA's discharge cases, we will not be discussing specifics here.

The following are the statistics for the Presidential Grievances that were settled prior to hearing, arbitrated, or withdrawn in 2002:

Presidential Grievances settled in 2002: 7
Presidential Grievances withdrawn in 2002: 1
Presidential Grievances arbitrated in 2002: 2

**SS-22-2000-APFA-1 #1 APFA vs. AAL
Company's Implementation of New Staffing Formulas on
777-A Resulting in Unreasonable Workload**

Arbitrated in May 2002 - (PENDING ARBITRATOR'S DECISION)
APFA Counsel and Co-counsel: Mark Richard, Patt Gibbs
APFA Board Members: Susan French, Julie Moyer
Witnesses who testified on behalf of APFA in this case: V.P. Jeff Bott, Expert Diane Damos, PhD., Patt Gibbs (IDF), Expert Barry Greenberg, PhD., Jeff Heisey (UAL-AFA), Patrick Hancock (IDF), and Mona Adams (IDF)

**SS-46-2001-APFA-6-#1 APFA vs. AAL
Company's Unilateral Changes to the FMLA Policy, Lack of Proper
Notice, Seniority Violation as a Result of Change, Failure to Meet
and Confer with APFA Prior to Change**

Arbitrated in Oct. and Dec. 2002 - (PENDING ARBITRATOR'S DECISION)
APFA Counsel and Co-Counsel: Carin Clauss, Patt Gibbs
APFA Board Members: Susan French, Julie Moyer
Witnesses who testified on behalf of APFA in this case: Patrick Hancock (IDF), Becky Kroll (IDF), Patt Gibbs (IDF), V.P. Jeff Bott, Jeff Heisey (UAL-AFA), Brian Grissett (STL), Cathlyn Brown (DFW), Tony Leonhardt (LAX), Vicki Moreno (LAX), Susan Thorley (IDF), Bob Walker (IDF), and Emily Carter (Health Coordinator)

**Other Resolved Presidential Grievances that
have positively impacted our workforce:**

**1) SS-19-1998-APFA-2 #1 APFA vs. AAL
Company's Violation of Articles 28 and 29 - APFA's Right to Grieve
Any Action**

Arbitrated in November 2000
APFA Counsel and Co-Counsel: Vic Theusen, Susan French
APFA Board Members: Tommie Hutto-Blake, Jeff Bott
Favorable Outcome to the Union

**2) SS-15-1997-APFA-3 #1 APFA vs. AAL
Company's Violation of Article 26 - AA's Requiring Blanket Medical
Certification Without Administrative Reason**

Settlement Agreement Prior to Hearing

**3) SS-30-2001-APFA-2 #1 APFA vs. AAL
Company's Reduction in Force Without Following Procedures
Outlined In Art. 16 and App. F**

Settlement Agreement Prior to Hearing

We have filed in excess of 50 termination grievances in 2002, many of which were settled prior to arbitration. A few cases were withdrawn, and the remaining cases have been arbitrated or are scheduled for arbitration.

We continue to see terminations in the following areas:

- Attendance Policy
- Liquor Audits
- Pass Abuse
- Drugs and Alcohol
- Alleged Violations of Other Company Policies

Needless to say, 2002 was a very busy year. I hope these figures along with their brief explanations assist you in understanding the System Board Department a little better.

I am fortunate to be surrounded by an outstanding group of individuals within my department, which paves the way for a rewarding challenge every single day.



**RUMOR CONTROL:
TWA SENIORITY**

I have received more than a few phone calls and e-mails from, and have personally been approached by concerned Flight Attendants inquiring about the status of the TWA Seniority Integration lawsuit and my position. They have often heard rumors and are seeking clarification. Since this issue involves much time and energy devoted to dispelling those rumors on my part, I thought it prudent to address these concerns once and for all in this forum.

To start, I have no intention of, or ability to, dismantle the Seniority Integration Agreement. That issue is in pending litigation and will be resolved in that arena. Period. In fact, I seconded the resolution passed by the APFA Board of Directors that ultimately became the framework for the final Merger Agreement.

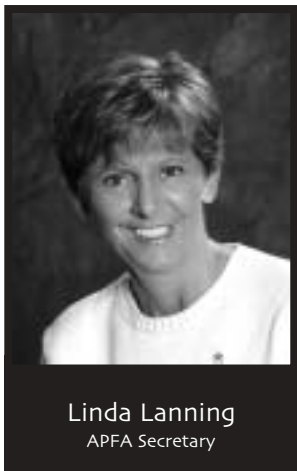
Some comments have also been made about the resolution adopted by the APFA Board of Directors in November 2002 dealing with recalls and transfers of TWA-LLC Flight Attendants. The Board recognized that a situation could arise at the time of future recalls of TWA-LLC Flight Attendants in which the only openings in the system would be at bases other than STL or ISL and, if that occurred, the recalled Flight Attendants would be recalled to AA bases, while more senior TWA-LLC Flight Attendants who had not been furloughed would not be able to transfer out of STL or ISL if any AA Flight Attendants still remained on furlough at the time of the recall of TWA-LLC Flight Attendants. The Board decided that, under those circumstances, the best interests of the entity would be served if more senior TWA-LLC Flight Attendants were permitted to transfer to AA bases on a one-for-one basis for each

recalled TWA-LLC Flight Attendant and the recalled Flight Attendants would then be recalled to STL or ISL to replace those who had transferred out of those bases. This approach was then incorporated into an agreement signed by American and the APFA. This has no impact on anyone's seniority rights and will not delay in any way recall of either TWA-LLC or AA Flight Attendants.

Consequently, that's where the truth ended and apparently where the rumors began!

I'm sure you will be confronted with more unfounded rumors. Remember, if you hear a rumor, go to the source. There has never been a more critical time to get our facts straight than right now.

-Jeff Bott, Vice President



Linda Lanning
APFA Secretary

The APFA Board of Directors

the facilities we require. Many hotels will provide free meeting rooms, equipment, and other amenities when the organization reserves a certain number of hotel guest rooms. This is a big factor when determining whether a hotel is right for us. Once the hotel is chosen, I work with the hotel staff to ensure that hotel rooms are reserved, the meeting room is set aside and properly set up, and all necessary equipment is provided for the five-day meeting.

A large part of my job is to organize the Annual Awards and Recognition Dinner that takes place on the first night of the convention. This is no easy task. I must plan a dinner for a large number of people, arrange for a guest speaker, work with the Communications Coordinator to ensure the convention program is set up and printed, and send out notices and invitations to participants. Each APFA Representative and organization affiliated with our union are not only sent an invitation to attend, they are invited to help sponsor the event. Their donations go towards offsetting the expense of the meeting. In years past, we have seen very generous donations from all who attended.

The dinner itself is designed to provide APFA Representatives a

time to gather together to honor our union, our members, and the work they do each day for our membership. Each year, the APFA honors individuals for their contributions to our organization. We have bestowed the Martha Griffiths Award, the APFA's highest honor, to many of our past and present leaders. We have also remembered fallen heroes like Jose Chiu with the APFA's highest award for safety, which was named for him. The Distinguished Service Award has also been presented to APFA Representatives. This year, the APFA will honor two of our APFA staff, Donna Culver and Susie Johnson, for their 20 years of devoted service to our union. We will also make Frank Greiser, the APFA's Videographer, an honorary member for his selfless contributions to the APFA.

During the course of the dinner, we usually have a speaker of some distinction. Last year, former U.S. Attorney General Janet Reno provided those in attendance with remarks about her time in Washington, D.C. and her campaign for Governor of Florida. This year, Holly Hegeman, noted aviation columnist, will do the honors. It promises to be a very interesting presentation.

Members of the APFA in good

standing are welcome to attend the Awards Dinner. Tickets for the dinner can be purchased through my office. Please call APFA Headquarters at 1-800-395-2732, extension 8121, for tickets and more information.

The Board meeting is very structured, as with any formal meeting. It is conducted in compliance with Roberts Rules of Order. There is an agenda, which includes new and old business that can and is most often amended prior to the commencement of business. The Board has a great deal of work to do during the course of the meeting. They must review, amend, and approve the fiscal budget, elect Ad Hoc members of the Executive Committee, listen to updates on legal matters, receive presentations from the various departments, and conduct all of the items listed under new business. It usually equates to long days, lengthy and detailed discussions, and voting on resolutions.

As with any meeting of the APFA Board of Directors or Executive Committee, all members in good standing are welcome and encouraged to attend all open portions of the meeting. It is a great way to see your union government at work. I hope that you will make plans to attend. The Hilton Lakes

does have van service from DFW Airport for your convenience. More details on this year's convention will be included on the APFA Hotline and the web site.

In my planning, I decided to tie the ballot count for APFA Base Chairs, Vice Chairs, and Operational Council Representatives to the Annual Convention. My primary objective was to save money and make the ballot counting process more accessible to those running for office and members attending the convention. The count will commence the morning of March 11, 2002, at the Hilton Lakes.

The APFA faces a great number of challenges in 2003. The Board will have its hands full as usual dealing with issues at hand and mapping strategy for the future. The 2003 Annual Board of Directors Convention promises to be five full days of work mixed with just a bit of fellowship. Hope to see you there!



Article III, Section 3.D of the APFA Constitution states, "Annual Convention: The Board of Directors shall convene once a year as the Annual Convention of the APFA on a date and at a location determined by the President. The Annual Convention shall be held no earlier than ninety (90) days and no later than fifteen (15) days prior to the expiration of the current fiscal year." This year, the Annual Convention will be held at the Hilton Lakes in Grapevine, Texas, March 7-11.

Preparations for the convention have been ongoing for months. John Ward decided the location for this year's gathering of the Board. The planning is a function of my department from that point on. I first locate a convention hotel that provides the APFA with the best value and has all of

APFA
SPECIAL BOARD OF DIRECTORS MEETING
NOVEMBER 13, 2002

Hilton Crystal City
Arlington, VA 22202

OFFICIAL MINUTES

NOVEMBER 13, 2002

- John welcomed the Board of Directors. He made special mention of our new Chairs and Vice Chairs.

0917 - Roll was taken.

0934 - Resolution #1a was voted on and passed to amend the agenda to include:

- | | |
|---|------------|
| - Presentations, Economic/Legal | (Ward) |
| - Letter of Agreement | (Ward) |
| - Official Minutes | (Ward) |
| - Update on Meetings with Company Regarding Furloughs | (Turley) |
| - Clarification of Vice Chair Vacancy | (Washbish) |
| - Second Opinion | (Edwards) |
| - Contact Numbers | (Nikides) |
| - M.A.S. | (Carrigan) |
| - FMLA | (Nasca) |
| - IOD | (Nasca) |
| - Grooming Checks | (Nasca) |
| - Duty Free | (Nasca) |
| - Attendance Policy | (Nasca) |
| - Roberts Rule | (Edwards) |
| - Travel Policy | (O'Kelley) |
| - Expense Reports | (Nikides) |
| - Crew Rest | (Trautman) |
| - A-12 Travel | (LeWinter) |
| - 31R vs Rule 32 | (Mallon) |
| - United Health Care | (Turley) |
| - E-Pays | (Turley) |
| - S.O.S. | (Edwards) |

0935 Resolution #1 to approve the agenda as amended was voted on and passed.
Yes: 19 No: 0

- Under Old Business: Tabled Resolution #3 (Johnson) was withdrawn.

- Next item legal update.

0948 John announced we were going off record to discuss the lawsuit filed against APFA.

1155 Back on Record. John welcomed our financial economist, who made a presentation to the Board of Directors.

Lunch Break

1455 Roll Call was taken

A representative from APFA's legal firm addressed the Board of Directors.

1610 We had a conference call with another one of our attorneys.

1655 Off Record Discussions

1940 Back on Record

1942 Resolution #2 was voted on and passed
Yes: 19 No: 0

1950 Show of Hands to adjourn until 0900 tomorrow morning.

Thursday, November 14, 2002

0915 Roll Call was taken

0935 Resolution #3 was voted on and passed
Yes: 19 No: 0

Discussions regarding Crew Rest and the Contract.

Update on Company meetings/furlough. Peggy Turley asked the Board of Directors if she could place this item at the end of the agenda. It was agreed.

1030 We took a break. The room next door was too loud, and we needed to relocate. We will continue at 1315.

1355 Roll Call was taken

1356 Off Record Discussions regarding second opinion.

- 1433** Back on Record
- 1435** Resolution #4 was voted on and failed.
Yes: 7 No: 10 Abstain: 2
- Vice Chair Vacancy
Resolution #5 was read into the record.
- 1630** Off Record
- 1710** Back on Record
- 1735** Show of hands to call the question that failed.
- 1745** Off Record Discussions

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- 1807** Resolution #5 was voted on and passed.
Yes: 13 Abstain: 4 Absent: 2

M.A.S. - The BOS Vice Chair addressed concerns regarding M.A.S.

- 1825** Off Record Discussions regarding FMLA

- 1850** Back on Record

Discussions regarding grooming checks/duty free.

- 1915** Changes to the Attendance Policy.

1935 Roberts Rules - The LGA Base Chair wanted to have the Board of Directors trained on Roberts Rules of Order. The APFA Secretary read part of the Resolution that was prepared for the Executive Committee regarding upcoming Annual Board of Directors Training. The LGA Chair withdrew her Resolution as the APFA Secretary stated she would incorporate the Roberts rules in the Annual training of the Board of Directors.

1950 Discussion regarding base counts and furloughs. Juan Johnson indicated that she would include a copy in the Board Packet along with a copy of a SkyWord Article regarding early departures on crew MICs.

- 1955** Health Care Benefits Discussion

- 2010** Discussion regarding Security Sweep of the first flight of the day.

- 2055** Resolution #6 was voted on and passed.
Yes: 18 Absent: 1

- 2055** Show of hands to adjourn for the evening. Will continue at 0900 tomorrow morning, November 15th.

Friday, November 15, 2002

- 0915** Roll Call was taken.

- 0921** Resolution #7 discussion.

- 0923** Resolution #7a was voted on and passed.
Yes: 18 Absent: 1

- 0930** Resolution #8 was voted on and passed.
Yes: 18 Absent: 1

There was consensus to allow Resolution #7 to be voted on again. This became Resolution #7a.

- 0931** Off Record Discussions

The APFA Secretary wanted to address the Board of Directors regarding Honorary Members Resolution.

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- 0940** Resolution #9 was voted on and passed.
Yes: 18 Absent: 1

Discussion regarding Staff Briefings and having some way for the Receptionists to tell when one of the Board of Directors calls.

Discussions regarding A-12 Travel.

- 1028** Off Record Discussions

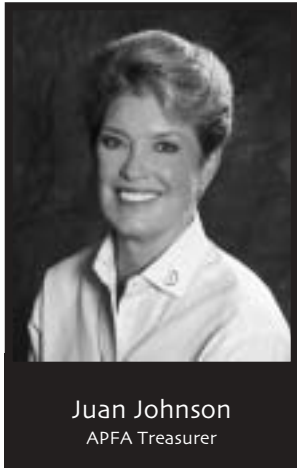
- 1032** Back on Record
Discussions regarding United Health Care, E-Pay's, and S.O.S.

- 1055** Off Record Discussions

- 1245** Jeff Bott briefed the Board of Directors on a Presidential Grievance Settlement.

- 1250** Resolution #10.
Show of Hands to Adjourn

Per Resolution Number 2, the official minutes of each Board of Directors and Executive Committee meeting or teleconference call will now be posted on the APFA Web site. This will include the official minutes, board resolutions, and vote tallies. The minutes for this meeting and the Executive Committee Meeting held December 4-6, 2002 have been posted on the APFA Web site under "APFA BOD/EC Meeting Overview."



Juan Johnson
APFA Treasurer

A Review of 2002

The airline industry enters the New Year in what can only be classified as chaos. Two of the largest airlines are currently operating in bankruptcy. Unlike those airlines, the APFA enters 2003 in good financial condition.

During the course of 2002, I instituted several initiatives within my department I felt would set a positive financial course for the union. Identifying areas of cost savings was a top priority. We renegotiated several vendor contracts and, in some cases, changed vendors to reduce costs. All departments were asked to dig deep into their pockets. Those that could without sacrificing membership services did so. For instance, the Communications Department changed proofreaders, switched to a lower grade of paper for **Skyword**, put the APFA Advertising Packet on-line, and began a more aggressive advertising program. The savings for the APFA as a result is estimated at well over \$60,000 per year. In 2003, we will have to tighten our belts even tighter.

In past articles, I have outlined the income-generating programs the APFA has contracted with.

These include D.C. Enterprises, which provides our home long distance and calling card services. We also have the new MBNA Affinity Visa Card. As new opportunities arise, we will seriously consider each one and the potential benefit to our union and the membership.

One of the things that I have repeatedly included in my articles is the issue of dues/fees arrears. I think we would all agree that it is incumbent upon all American Airlines Flight Attendants to carry their own weight when it comes to paying their union dues and/or fees. The fact is that paying dues and/or fees is a condition of employment as outlined in Article 31 of the APFA/American Collective Bargaining Agreement. Faced with an increasing arrears balance and literally thousands of Overage Leaves and furloughs, my department took aggressive steps to ensure collection of dues and fees owed the Treasury. Some of these steps were enhancements of old policy, while others were new and proactive.

Flight Attendants are considered delinquent if they owe a balance for more than 60 days. Each

month, the APFA sends a bill to all Flight Attendants who are in dues arrears. Flight Attendants who have accrued a balance while on active status will be sent an "Alert Letter" outlining their dues obligation and will be given 30 days to pay their active dues owed. If, after 30 days, they do not respond or do not make payment in full, the APFA President will send a letter to American Airlines Employee Relations requesting their termination from the company in accordance with Article 31. F. 2 of our contract. Flight Attendants terminated as a result of this process will have seven days to file a grievance with their supervisor, who will render a decision within 10 days. If the decision is not satisfactory with either the APFA or the Flight Attendant, either may appeal to the System Board of Adjustment within 10 days from the date of the decision (Article 31. H. 1 and 2).

The interesting thing to remember here is that the APFA has had to terminate only four Flight Attendants for non-payment of dues. Of the 152 "Alert Letters" sent over the past 12 months, all but one recipient has paid in full within the 30-day time frame. Fourteen "Alert Letters" were sent

on December 16, 2002, starting the 30-day clock. Article 31 proceedings are not fast; quite the contrary. They can be very lengthy. Flight Attendants are encouraged to pay their outstanding balances prior to termination. No one wants to see anyone terminated. However, the APFA must uphold our obligation to the membership and provisions of our contract.

Please remember, only Flight Attendants who accrue a balance while on active status may be terminated. They must pay their balance in full. Payment plans are not an option for these Flight Attendants. Flight Attendants accruing a balance while on an inactive status such as a Leave of Absence cannot be terminated for non-payment of the amounts accrued during the inactive status. However, their dues arrears can and will be turned over to a collection agency if they do not pay their accrued balance or make payment arrangements within 60 days of their return to active status. The APFA has used collection agencies in the past and will continue to do so when necessary. If an account is turned over to the collection agency, the Flight Attendant

will have 45 days to pay the balance or the account will be turned over to the credit bureau. Flight Attendants on leaves of absence are dues/fees obligated throughout their leave (Article II, Section 4. B. 4 of the APFA Constitution). The only exemptions from a dues obligation are outlined in Article II, Section 4. B. 3. a-f of the APFA Constitution.

The APFA Board reached consensus on the issue of publishing the names of Flight Attendants in dues/fees arrears on base bulletin boards, on the APFA Web site, and in **Skyword**. The first list was published in May 2002 with 868 names. Since that time, we have collected over \$30,000 from those included on the initial list. An updated list was published in the November/December **Skyword**. It included 1,094 names. The reason this number is larger than the May list is because more Flight Attendants have reached the 60-day mark and are in dues/fees arrears. We update this list continuously. The present plan is to publish an updated list every six months.

As of December 19, 2002, the

Dues Department has collected over \$330,000 in dues arrears. These are outstanding results. I must commend my staff and others who have spent countless hours in this effort. Without their hard work and dedication, this could not have been accomplished.

One of the initiatives I mentioned earlier in this article was applied to Flight Attendants taking various types of leaves. This was done to help them avoid a large balance when they returned to active status. When the APFA receives the list of leave awards, we send out a letter to each person on the list. The letter outlines their obligation and payment options. As I have said before, this program has been very successful. It has generated income for the APFA we might not have realized for as much as a year.

The APFA Budget Committee met in late November to begin work on the Fiscal Year Ending 2004 Budget. A sobering reminder of how corporate decisions reflect on the APFA came with the realization that we will only be able to budget for 19,000 dues-paying Flight Attendants next year. This is a

result of having more than 2,000 Flight Attendants on furlough and more than 4,200 on various leaves. We are also seeing more retirements than in years past. The dues increase ratified by the membership this year certainly helps a great deal, but it does not eliminate the impact of the reduction in headcount. If the past few months are any indication, we may face more reductions in the future. The APFA will do what is necessary to deal with the effect this has on our Treasury as each situation presents itself.

The APFA's policies are very considerate of our furloughed members. Furloughed Flight Attendants receive **Skyword** and have access to all APFA resources throughout the five-year duration of their recall rights. Keeping furloughed members in the loop is important. Furloughed members are not dues obligated.

Contract enforcement is an important part of the union's activities that is ongoing, regardless of how well or poorly the company is doing. Whether one-on-one representation with an APFA Base Rep, routine meetings between the officers and

company officials on various issues, or Presidential Grievances and arbitrations, it is all costly. Arbitrations are often necessary and can be very expensive, some running into many thousands of dollars. That is why every effort is made to explore all means to settle cases in the most advantageous manner possible before it gets to this point. The APFA has arbitrated several big cases in 2002 including the 777 staffing and FMLA. We must be prepared in 2003 to enforce our contract using all the avenues available to us.

None of us are completely over the last round of contract negotiations and Contract 2004 is right around the corner. The company has just recently approached the APFA to "forego" our scheduled 3 percent pay increase due to go into effect this month. This is a perfect example of unforeseen events that may impact our Treasury. The Budget Committee had no way of knowing in November of last year this would have happened. The APFA has responded to the company's request by doing the responsible thing: we have asked our financial analyst to

conduct a detailed review and analysis of the company's records and financial situation. We expect there will be further meetings with upper management related to this matter and, after the information has been collected and analyzed, we would anticipate a meeting of the APFA Board of Directors and possible related activities. At this point, the extent of activity by the APFA is uncertain, but my department will have to be ready to deal with the financial impact of this undertaking.

Litigation is another expense we are going to have to deal with in the coming year. As you know, the APFA is faced with lawsuits and a number of EEOC complaints that must be addressed. Union business is not without its perils. Lawsuits are the nature of the beast, unfortunately. The APFA will aggressively defend itself against all complaints, and my department will work to ensure that we have the funds available to do so.

One of our biggest challenges this year will be on the legislative front. Aviation labor unions

face legislation from the Republican-led Congress that is designed to eliminate our right to strike and force final resolution of contracts in binding arbitration. The APFA, along with other unions, will have to mount a very aggressive campaign against such legislation, which will include lobbying efforts both in Washington, D.C. and at the local offices of members of Congress, as well as write-in campaigns by the membership. The APFA has invested in Capwiz, our Internet legislative service, to make it easier and less time-consuming for our members to participate in such efforts. Again, the APFA will have to be ready to deal with the expense related to fighting for our rights in Washington. We need all Flight Attendants to fill out the PAC cards in the center of this **Skyword** to help with the funding of our work in Washington. No dues money is spent on PAC; donations to PAC are completely voluntary and kept in a separate account.

Our administration promised to provide the membership with more information. I think we are doing a pretty good job of

upholding our promise. My department has provided more financial information than the membership has seen in many years. The Board voted to publish the APFA Audit in **Skyword**, which was very well received by the membership. We will continue to provide the membership with as much information as possible within the guidelines of our Constitution and Policy Manual.

As we move into the New Year, none of us can foresee what it will hold. We have been given some insight, but the past has clearly shown us that we should expect the unexpected. The APFA Treasurer's Department will work with the Board, the Executive Committee, and the APFA Budget Committee to position our union to deal with whatever we are ultimately faced with.

The APFA Family Christmas

For the past several years, the APFA office staff and representatives have provided a bit of Christmas cheer to children and families in need by providing them with Christmas gifts from a list they provide. The staff and representatives, using their own personal funds, purchased the gifts. This year, families from around the DFW Metroplex were chosen. One of the unique things about this year's program is that the families actually came to the APFA Headquarters Building to pick up their gifts and thank those who provided them. Getting the chance to actually meet some of family members was a very memorable experience for all of us at the APFA. They were from many different backgrounds with very different needs. One thing they all shared was the appreciation for the gifts they received. For the APFA staff and representatives, it was uplifting knowing that they could help someone in need.





George Price
APFA National
Communications Coordinator

The APFA Web Site

The APFA has a number of ways to disseminate information to our membership. I have mentioned each one briefly in previous articles. This month, I wanted to go into a little more detail on one of our most unique tools in the communications arsenal – The APFA Web site.

Over the years, our web site has grown in content and popularity. As more members have obtained Internet access, they have become more dependent on the site for the latest information. The big challenge for my department is keeping the supply of information equal to or greater than the demand. Another test will be continuously updating the site with information the membership can and will use in order to stimulate use.

Since taking office in May 2002, one of my goals was to enhance the web site by adding pages, including information we had never seen on-line from the APFA before, and providing resources our members could use in both their personal and professional lives. With the help of Bill White, the APFA Webmaster, I think we have made great progress.

Over the past few months, the APFA Web site has been expanded to include the following:

- Aviation Industry News (Opening Page) – Includes news stories on the airline industry and American Airlines specifically. Updated daily.
- Furlough Page (Furlough Page) – Includes job opportunities and resources for furloughed members. Updated frequently.
- Safety First (Opening Page) – Includes articles on safety and security-related issues affecting the airline industry as well as information specific to American.
- Base and Department Pages (Opening Page) – These pages are being enhanced to include specific information about particular bases and departments. Many base representatives have included council lists and Base Briefs.
- Maternity and IOD Packets on-line (Health Page) – The APFA Health Department has included the Maternity and IOD Packets on the Health Page for quicker access for the membership. The packets are updated as needed.

- **Skyword** Advertising Packet (Opening Page) – This information was added to the public side of the web site to make advertising information more readily available to potential advertisers. It has also cut costs for the APFA by reducing the number of ad packets we actually send out each month.

- Board of Directors and Executive Committee Meeting Overview (Opening Page) – As a result of Resolution #2 from the APFA Board of Directors Meeting in Washington, D.C. in November 2002, all Board of Directors and Executive Committee Minutes, including Resolutions, will now be posted on the APFA Web site.

- Hot Topics (Opening Page) – This section is designed to make issues of immediate importance available to the membership in a more efficient manner. It is updated as events warrant.

- Information for our STL/ISL Members (Opening Page) – This section was designed to help our new STL/ISL members become more familiar with the APFA as an organization. It also is the place where all news regarding

issues involved in the integration of our membership is located.

- Retirement Information (Opening Page) – This page was set up in response to the growing number of members becoming interested in retirement. It contains our APFA Retirement Booklet, links to retirement information sites, pension information, and past **Skyword** articles on retirement issues.

- **Skyword** On-line (Opening Page) – In an effort to cut costs, we began the “**Skyword** On-line” program. This allows members who want to read **Skyword** on-line rather than receive a hard copy at home to do so. The program is working very well, especially among our members who are married or are partnered and need but one copy of **Skyword**.

- Government Affairs (Opening Page) – This page will be one of the most active in the coming year. It contains the link to Capwiz, the APFA’s legislative Internet service, links to government agencies, voter registration sites, and other



Letter to the Editor

resources. It also contains a list of each member of the 108th Congress, their districts, phone numbers, and fax numbers for easier access for our members when various campaigns begin.

- Updated APFA Calendar of Events (Opening Page) – The calendar has been updated with key APFA meetings, deadlines, and events around the system.

- Reduction in Force Information (Opening Page) – Unfortunately, this page continues to be of use. It contains information on all issues regarding reduction in force such as Overage Leaves, Partnership Flying, and more.

- APFA Information and Resources (Opening Page) – Contained on this page are links to APFA and American resources. You can now go through our web site to access information you may need from company sources such as Jetnet, United Health Care, VF Solutions, and more. There are also links to other labor unions' web sites.

This is just the beginning. I, along with Bill, look for new things to add every day.

Membership input is vital for us to be able to provide the information members want and need. Suggestions are welcome. They should be sent to me at **Communications@apfa.org**.

One of the most frequently used features of the APFA Web site is the APFA Bulletin Board. It was set up to allow the membership to talk freely in a password-protected environment. This ensures that only members of the APFA have access to the board. There are several categories, which break down to many subcategories created by APFA members. The discussions held on the board are often very healthy and informative.

Moderating the bulletin board is not always the easiest job. One member's perception of a post or the actions of the moderator may not be the same as another member's. As Communications Coordinator, I am charged with ensuring that everyone remains within the guidelines set for its use. With so many issues and a great deal of emotion in our industry right now, posts sometime come close to the line. I just ask that everyone use common courtesy when posting.

Remember, everyone on the board is an APFA member.

There is an administrative function of the bulletin board that has caused some concern, and I would like to take a moment to explain it. Posts may fall off the board if they are over 14 days old. This was to allow room for timely posts. Also, if a particular thread of posts exceeds a certain number, the older posts will drop, allowing room for additional posts on that thread. No one is removing the posts. They are falling off as they were designed to do.

The APFA is very lucky to have so many tools available to communicate with our members. **Skyword**, Base Briefs, base bulletin boards, national mailers, the hotlines, and our InfoReps are all outstanding and efficient ways to disseminate information. Our web site is the wave of the future. It will allow us to communicate in almost real-time. This is important not only during negotiations, but every day. If you have not visited the site lately, please take a moment to browse around. I think you will find things have changed. You may find something very useful!

If you are having problems logging onto the "Members Only" section of the site, please go to the "Members Only-Help Desk" on the opening page. Follow all of the instructions. If you are still unable to access the "Members Only" section, simply click on the appropriate icon to report the problem. Our Webmaster will respond to you as quickly as possible.

Happy New Year from the APFA Communications Team!



I would like to address a comment that was sent to me. This is in regard to an article I wrote for a past edition of **Skyword**. I indicated that the reason I got involved with union work was due in part to the fact that I had been disciplined for a grooming infraction. I would like to clarify infraction. I adhere to the American Airlines grooming policy 100 percent. The infraction for which I received discipline was from my supervisor during a flight onboard a 747 from DFW to LAX. The scheduled service was a liquor/dinner with ice cream sundaes in First Class. I was approached by my supervisor near the staircase leading to the upper deck. She proceeded to counsel me in the middle of this very challenging service for not having fresh lipstick on. So yes, I was appalled, you bet. I would just like to set the record straight.

Linda Lanning
APFA Secretary



Joann Mately
APFA Safety Coordinator

Security Screening

This article may be long overdue for some Flight Attendants. Security screening at passenger checkpoints can make or break your day. The APFA Safety Department has had the opportunity to talk with hosts of Flight Attendants about their experiences at passenger checkpoints. Not all have been bad, but when they are...well, frankly, it can set a very negative tone for your trip.

The following information is taken from the Transportation Security Administration's web site. The information contained in this article is merely a consolidation of what is available for ALL travelers. This is not to be taken as gospel, merely guidance. Additionally, we encourage every crewmember to visit the TSA's web site at www.tsa.gov on a regular basis, as this information is accurate at the date of submission and may be subject to change.

As Flight Attendants, our fingerprints have been submitted and backgrounds have been checked. So why are they hassling us? I have thought this many times – every week traveling back and forth between Dallas/Fort Worth and Boston and back again. I'm one of the good guys. Truth is,

the security screeners, the ones operating the X-ray machines and doing the actual secondary screening, have no idea if I (or you as a uniformed crewmember) are one of the good guys or not.

Having said that – keep in mind that there are three (3) primary steps for passenger screening.

1. The X-ray machine – For years we have placed our baggage/carry-on items FLAT on the belt of the X-ray machine. Computers must be taken out of their carry cases, and outer jackets (those big blue overcoats) all must be x-rayed. Your uniform jacket/suit jacket/blazer may be left on, unless otherwise requested by a screener.

2. Walk-through metal detector – Same old, same old – only now, if objects on your clothing (uniform) or person containing metal set off the metal detector, you will undergo a secondary screening. You can also be subject to secondary (baggage) screening if you do not set off the alarm (more on that later).

If you refuse to be screened at any point during the screening process, the screener must deny you entry beyond the screening area.


3. Secondary screening – This screening includes a hand-wand

inspection in conjunction with a pat-down inspection. Except in extraordinary circumstances, a screener of your gender will conduct your secondary screening. You may request that the screening be done in private. You will be separated from your luggage during this process; however, every effort will be made to help you maintain visual contact with your items.

Hand-wand inspection – You know the drill, you will stand with your feet apart and the screener will pass the wand over your entire body without actually touching you with the wand. Every effort should be made to do this as discretely as possible. Keep in mind, the definition of discreet varies from person to person. If you beep, the beep must be reconciled. The reconciliation is accomplished with a pat-down inspection. This may include sensitive areas of the body. The TSA has trained its screeners to maintain a high level of professionalism. If you would prefer, you may request that the pat-down inspection be done in a private area. If you are asked to undergo a personal screening, you will be provided a screener of the same gender, except in extraordinary circumstances. In some cases, you may have to wait for a

screener of your gender to conduct the screening. You will be advised if the wait will be more than a few minutes.

Carry-on baggage – Your bag may be selected for secondary screening; it must be opened and examined on a table in your presence. **DO NOT** attempt to assist the screener during the search, and do not attempt to retrieve an item before the screener has advised you that the search is complete and your baggage is cleared.

Bottom line – Passenger/Crew screening is necessary. There are no provisions that exempt crewmembers from this screening. The APFA does not foresee any such changes in the near future. That being said – the most reasonable expectation that we can have as crewmembers is to be treated as we treat others. In the event that we are not treated in a professional manner during security screening, by all means, respectfully ask to speak to a TSA supervisor/manager. Follow the event up with contact to the TSA and a call to the APFA Safety Department at 1-800-395-2732 toll free, and 817-540-0108 in the Metroplex. 



Jena Hopkins
APFA National
Scheduling Coordinator

Firm or Tentative – Who Cares? I’m Sick.

The designation of a sick clearance date as firm or tentative was implemented January 31, 2002 (Article 26.H.2 & 3). It has been almost a year now, and we are hearing that many of us have not been taking advantage of this enhancement to our contract.

A Flight Attendant calling in sick will be asked to provide either a firm or tentative clear date. What does this mean?

Firm Clearance Date

If a Flight Attendant gives a firm clearance date, each trip sequence that is scheduled to operate during any portion of the firm period will be released into open time. If the Flight Attendant subsequently clears from the sick list prior to the end of the firm period, two things or a combination of the two can happen.

1. If the trip sequence is still in open time, it will be reinstated onto the Flight Attendant’s schedule.
2. If the sequence removed is no longer in open time, the Flight

Attendant will be held available on any day(s) originally scheduled to fly. The Flight Attendant’s applicable monthly guarantee will be protected, provided s/he adheres to the requirements of Flight Attendants with availability obligations (Articles 9.C. and Appendix I.9.C).

Tentative Clearance Date

No changes here. To fly your trip, you must clear the sick list prior to 1600 local base time. If you do not, your trip will be dropped into open time. Each trip will be dropped into open time on a trip-by-trip basis.

Combination

You may also use a combination of the firm and tentative clearance dates. For example, you have an illness/injury that you know will keep you out for approximately two to three weeks. You would want to do a firm clearance for the first two weeks and a tentative clearance for the remainder of your absence.

You may change your original sick contact date or firm and tentative portions through 800-VIP-CREW.

Keep in mind if you have already given a firm date, those trips have been placed into open time.

You may also change a tentative date to a firm date or extend a firm clearance date and/or add on a tentative date to the same absence.

It is always important to follow the prompts and most importantly, stay on the line until you have pressed the option to confirm. Unless you confirm your changes, they will not be entered into the system.

This firm sick date change to the contract is beneficial because it enables open time to be generated in a timelier fashion. Open trips drive TTOT, availability plotting, and involuntary loss of time recovery. More PVDs can be awarded if fewer trips have to be covered the day before, and reserve assignments will be on



Kimberly Pitcher
APFA Scheduling Rep

time if open time is not bogged down at 1600.

Please use the firm clearance when possible. It will make things run much more smoothly.

Always carry your contract!
See you next month.





Viki Gebow, DFW
APFA Scheduling Desk

Could You Give Me a Little Credit?

PO, ER, V6, BL – these are just a handful of the many codes crew schedule may place in the removal column of your HII schedules during your career. Some removal codes provide pay and credit, some provide neither (an OE drop, for example), and yet others will reduce your pay projection without reducing your projection (credit). The Scheduling Desk often gets calls with questions concerning pay and credit of removals and why many times a Flight Attendant may be getting paid less than what his/her projection reflects.

First, we need to look at what codes may be unpaid but credited and why. Personal offs (PO), mini-leaves (ER), bid leaves (BL), and unpaid sick (US) are examples of unpaid removals; however, the time is credited in your PROJ column. For many Flight Attendants, this is a blessing; those on reserve and availability will be credited the minimum (3:56 or 4:10) per day and will not “owe” the company that time when they return to work. For example, a reserve would not be obligated to fly up to 85 hours in one-half of a month if s/he took a 15-day leave.

For Flight Attendants who need to fly a set number of hours, this situation can pose a problem. Because the time is credited,

Flight Attendants are unable to pick up time via makeup (MU), low on time (LO), etc., because that credited time goes toward your monthly maximums (77 domestic, 80 international at No Option, 82/85 at Option I). For example, you took a mini-leave (ER) for your domestic 15-hour trip and it reduced your pay projection to 63 hours. Your SPROJ and PROJ still reflect the original trip value, bringing these columns to 78 hours. A domestic Flight Attendant can only fly makeup to 80 hours (SPROJ) per the new contractual language. With only two hours’ difference, this person could not access makeup flying and would be paid 63 hours for the month. The only way to increase paid hours is to pick up from HIBOARD. Although this may seem unfair, one must look at the flip side in the example above regarding reserve. For more information on makeup flying and the new language, please refer to page 70 or 435 of the contract, Monthly Maximums.

When on reserve or availability with an unpaid but credited absence of some kind, your guarantee is not “busted” but reduced each day you are on an unpaid removal. You would get paid either what is in your guarantee or your pay projection, whichever is greater. If you plan to make up time by picking up an OE on

your days off, please be advised that your PPROJ must build back to your reduced guarantee before you would receive additional compensation.

The chart below should help decipher some of the questionable codes you may encounter.

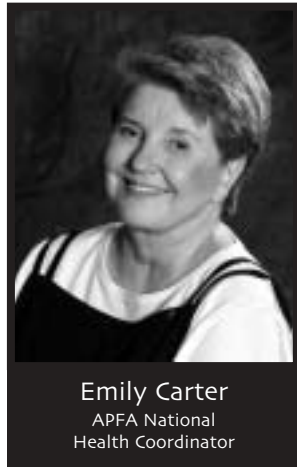
Unpaid but credited codes can be both a blessing and a curse,

depending on your personal situation. One may not be able to avoid some of these such as unpaid sick (US), but many are optional and give a Flight Attendant more flexibility with her or his schedule. This information should help clarify questions concerning your paycheck as well as your HII next time you find a strange two-letter code in your removal column.



Add or Remove Code	Paid	Unpaid	Credited	Uncredited
30-Thirty in Seven		√		√
7D-Twenty-four in Seven		√		√
BL-Bid Leave		√	√	
DC-Direct Conflict		√		√
EL-Educational Leave		√	√	
ER-Mini Leave		√	√	
OE-Drop		√		√
PE-Personal Emergency	√		√	
PO-Personal Other		√	√	
TM-Missed Trip		√		√
US-Unpaid Sick		√	√	
SK-Sick	√		√	
OE-Pick Up	√			√
II-Option 2	√		√	
SM-Sick Makeup	√		√	
All Schedule Conflicts- X3, X7, XC, XL		√		√
JD-Jury Duty	√		√	
WU-Witness Unpaid		√	√	
PX-Transfer		√		√
XR-Cancellation		√		√
OR-Reserve OE Drop		√	√	
OR-Reserve OE Pickup	√			√

If a trip is removed with credit, the amount of the sequence will remain in your PROJ and SPROJ. You would not be able to recover the time through makeup flying. If a trip is removed without credit, the amount of the sequence will not remain in your PROJ and SPROJ. You would be able to recover the time via makeup flying. Here are some helpful hints on trip removal and addition codes. Whether trips are credited or uncredited is important when trying to recover lost time or determining if you are still obligated to the company.



Emily Carter
APFA National
Health Coordinator

ADA and the Catastrophic Illness Form

At the end of 2002, American Airlines Medical decided to no longer accept the Catastrophic Illness Form. The form had been used by employees who wanted to request the job accommodations ensured by Title I of the Americans with Disabilities Act (ADA) of 1992. American believed that the old form might have implied a stigma or an attempt to discriminate against or limit the handling of the disabled employee. American Medical wished to avoid the cookie-cutter type of processing and decided to process these applications on a case-by-case basis as required by the law. The employee's medical provider can write a letter to the local American Medical office requesting an accommodation and stating that the employee can perform the essential job functions.

What is the ADA?

Getting through this application ordeal is much simpler when you know the basics of the law. The ADA is a federal civil rights law that was designed to enable people with "disabilities" to fully participate in all aspects of society and to prevent discrimination. Title I of the act pertains to employment. It applies to the

qualified person who is able to perform the essential duties of a job but may need an accommodation such as leave time to receive treatments or medication adjustments. This employee can perform the job safely and effectively. The aim is to keep disabled people employed by offering reasonable accommodations that are beneficial to both employer and employee.

Who is a qualified individual with a disability?

The ADA applies to a person who has a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, speaking, walking, breathing, performing physical or mental tasks, working, or caring for basic needs. A person with epilepsy, HIV infection, major depression, or paralysis is covered by the ADA. Short duration conditions such as sprains, influenza, or minor infections are excluded. Don't confuse these disabilities with the requirements for Family and Medical Leave. There is some overlap, but not all serious illnesses are chronic or follow the same guidelines as disabilities.

A qualified individual is one who

can perform the essential job functions with or without an accommodation. A truck driver must be able to drive, and a bank teller is expected to count money. If the teller has an ADA qualified disability, s/he may be allowed to keep a glass of water on the counter if a medication that s/he is taking indicates frequent liquids even if bank policy prohibits this. If this employee is not covered by the ADA because he has a sore throat or infection only, the bank does not have to be so liberal with its policies.

A covered business does not have to change the job qualifications or duties, lower performance standards, or excuse violent acts. The bottom line is that the employee with disabilities must be able to perform those duties that are essential to the job or support the reason that the job exists.

What is a reasonable accommodation?

An accommodation is any modification to a job or work environment that will enable a skilled and qualified employee with disabilities to perform the job he or she wants. This adjustment is meant to be reasonable for the

business environment. It should not impose an undue hardship such as difficult implementation or expense. The structure of the organization and administrative requirements are considered. The accommodation should be reasonable and not be determined or limited by non-specific dangers, prejudices, or fears, but the condition of the employee must not be a direct threat to others or jeopardize safety. The employer does not have to grant the accommodation that the applicant wants, especially if it is expensive or threatens to reduce the effectiveness of the business. If a core duty of the job requires that an employee be present on a show room floor, he or she cannot satisfy his job requirements by demonstrating widgets at home. If an employee is never able to travel to trade shows and that is a requirement of his job, the employer may assist the salesman's search for a more suitable job. The job description is not required to be modified, and job duties are not required to be redistributed to others. Collective bargaining agreements are honored. The employee is responsible for notifying the corporation that a disability exists and that an accommodation is wanted. Once again, the assessment will be made on a case-by-case basis.



Kim Coates
APFA Health Rep

Is confidentiality protected?

ADA requests and the information provided to support these requests are confidential. Even if the documentation is not provided by a health-care professional, it is still considered part of a medical record and kept out of the personnel file. If an accommodation is granted, the direct management will know that the employee is participating in the ADA programs of the company.

The ADA limits the circumstances under which an employer may question or require medical information and examinations of employees. This is only allowed when the employer has been observed or reports have been received that the employee is unable to perform one or more of the essential job functions or poses a direct threat. A medical examination or request for information must be limited to job-related concerns such as a fitness to perform the required job duties. You really don't have to provide the details of your childhood tonsillectomy if your request for leave time is for some other reason. Except when limited by collective bargaining agreements like ours, employers are able to ask employees to provide medical information to support a medical leave request.

Employers want to comply with

the federal laws and requirements, but that does not allow you to be protected for absences that are related to a certain condition when you have requested accommodations for another.

Employers insist that the ability to consistently cover schedules and uphold on-time standards is a reasonable requirement and that they could not support the business operation if we too often must be replaced by other employees so that planes can fly. We are important but not perfect and cannot have perfect career lives. The Americans with Disabilities Act was designed to protect employees who do not have perfect health but are terrific employees.

The Equal Employment Opportunity Commission (EEOC) enforces the ADA. Find more information about this regulation and government assistance for ADA problems on Internet at <http://www.usdoj.gov/crt/ada>. The APFA Health Department can assist Flight Attendants to navigate more than the maze of Title I. Employees recovering from drug and alcohol addiction are also aided by ADA laws, and our passengers and the acceptance of their carriage are examples of equal rights coverage that we are faced with daily. More on that will be included in a future article.



November 12, 2002

George Price
APFA Communications
1004 West Eules Blvd.
Eules, TX 76040

Dear George,

This is one of those "I can't believe this is happening" stories that many of our Flight Attendants might find interesting. It involves disability benefits and federal income taxes.

HOW IT ALL STARTED

After paying disability insurance premiums for 15 years, I found myself out of work for an extended period of time for medical reasons. First, I exhausted my sick time, then collected short-term disability benefits, and eventually went on long-term disability, which provided one-half of my base salary for nearly three years.

According to the tax laws, insurance benefits are tax-free if the employee has paid the premiums; therefore, I did not declare the payments on my tax return – something the IRS never challenged.

SO FAR SO GOOD

As part of our long-term disability policy, however, we agree to give American Airlines the right to qualify us for benefits with the Social Security Administration. If those benefits are paid, the employee is required to surrender them to American as a form of repayment. In my case, I did qualify for Social Security benefits and received a rather large, retroactive check for my three years of disability. The next day I signed it over to American, as required.

Along with that check from Social Security, I also received a form SSA-1099, which showed the amount I received and which should normally

be included on the tax return at the end of the year. However, believing that my benefits were non-taxable – I didn't even get to keep the money – I did not report it to the IRS on my 2000 tax return.

THAT'S THE PROBLEM

A year later, in March, 2002, I received a notice from the IRS that I had failed to list the Social Security payment on my 1040 and that I owed them more than \$10,000 in taxes, penalties, and interest!

I immediately called the phone number listed on their "Letter of Proposed Change to Your 2000 Tax Return" and spoke with an IRS supervisor who actually sympathized with my situation but said there was nothing she could do; that if I received a form SSA-1099, I was required to report it. In short, I would have to pay the amount due.

Next, I called Allsup, Inc., the insurance company who managed American's disability program at that time. The agent I had been working with during my disability appreciated my dilemma but stated that neither she nor Allsup could give out any tax advice.

I then called a manager at the American Employee Benefits Department, who referred me to a manager at American Workers Compensation, who referred me to the American Integrated Disability Manager. Everyone I talked to at American was very sympathetic but said they had never heard of the problem before. They said that they could not dispense tax advice.

So, I hired a CPA.

A SOLUTION

Believe it or not, the Certified Public Accountant – with more than 20 years in the business – had never heard of the problem either. But

after a fair amount of research, she came up with a solution.

According to Internal Revenue Code 86, Section (d), Paragraph (2), Sub-Paragraph (A): "...the amount of social security benefits received during any taxable year shall be reduced by any repayment made by the taxpayer..."

Since the term "repayment" was not defined by the code, I filed a letter of protest with the IRS that stated that I had indeed "repaid" the Social Security payment to American. I also provided supporting documentation along with an amended tax return for the year 2000.

The IRS agreed and withdrew its request for payment.

In the end, the experience cost me \$400 (for tax advice) and some very anxious moments, but I managed to avoid paying what I considered to be "unwarranted" taxes. Perhaps others will benefit from my story, without the aggravation or having to hire a CPA.

Sincerely,

Sherry C. Fowler
American Flight Attendant



Patty Bias
APFA Hotel Coordinator

Happy New Year To Each and Every One of You

The beginning of this year certainly brings with it many personal and professional challenges for each and every one of us. I am looking forward more than ever to the year ahead for my department. We will be looking very carefully at many hotels throughout the system. Our schedule is very full. I want all of you to understand that many of the reviews are being called for by the company in order to cut costs and NOT by either union as a result of crewmember complaints. My committee and I have to go to cities where we have no particular problem with the hotel. However, it is necessary to attend every review to protect the Flight Attendants' interest. So, as it turns out, the current hotel survey is very timely. It will help us quite a bit.

The preliminary results we have from the Hotel Survey show me that the hard work my department has been doing is paying off despite the obstacles we all face. Your sense of humor and sense of responsibility is reflected in your survey responses. The commentary has been enlightening and entertaining. I will bring you the results and some commentary of my own in the next issue of *Skyword*. So be sure

to get your survey card, debrief, or on-line survey form to us before January 20, 2003.

I mentioned to you a few articles ago that you would begin to see new "sign-in" sheets at all hotels. Some hotels already have them. You may see some changes along the way as we "fine tune" them. One thing is changing now. Every crewmember will be required to personally sign her or his name to the hotel sign-in sheet. I know that in some cases the Number One Flight Attendant or Purser prints the name in the box for printing, and that is fine. But again, beginning immediately all crewmembers must provide their own signature. This actually protects you in the event that charges are billed to your room that you did not make. This will be one further way we will have of checking the validity of the charge. I know this may be an inconvenience, but the company has found it necessary to begin to enforce this policy for a variety of reasons. One is quite obvious, and the other is that the company might be charged for rooms that they may not have had to pay for. This policy varies from hotel to hotel. You can still print the name of another crewmember who is arriving later, but that person must sign her/his

own name upon arrival and claim her/his own key. I hope we are clear on this issue.

I want to once again remind you that we have fought very hard as a union to improve Article 21, specifically the 18 words of Article 21-A. Unfortunately, hotel staff members are unaware of our contract or this provision that disallows discrimination regarding transportation and hotel accommodations among crewmembers. I encourage each of you to carry your copy of the contract on every trip and use it to remind the hotel, if necessary.

Because we have had occasional problems, I want to suggest to you that when you leave the hotel, particularly in foreign cities, you use the cabs and car services recommended by the hotel. You can also get the driver's business card or phone number and have one of the business establishments you patronize call the cab and have the same driver or company come pick you up.



As promised, I am going to begin telling you about the National Hotel Committee Members. This month, I am proud

to introduce Kerri Pieper. Kerri joined the committee in June of 2002. After completing training, she "hit the jackpot" by reviewing, selecting, and lobbying on behalf of a new hotel that has proven very popular in the current Hotel Survey, the Renaissance in Nashville.

She has been flying 18 years and is based at San Francisco domestic. She is a native Californian (very rare) who grew up in the southern part of the state but has enjoyed living in the north since 1990. Kerri is a graduate of Ohio State University. Kerri has worked with me before, when I was Domestic Base Chair at San Francisco. During the 1993 Strike, she never missed a day on the picket line. That looked good on her resume.

Her current favorite hotel is The

Sheraton New Orleans; she loves the location and thinks the hotel is beautiful. Which is her least favorite? The Holiday Inn in San Antonio. I think she should be assigned that review when it comes up. Don't you agree? (Smile.)

I am confident that Kerri's work on the National Hotel Committee will benefit all of us.

F/A Suggestions

From Dianne based in LGA comes this suggestion. Be sure to check the number of minutes allowed for "free" 800 calls. Some hotels are limiting the time. Also, you may be able to hang up and re-dial in order to "restart the clock." Some hotels allow this, but others use the cumulative number of minutes based on all calls. Remember this may also apply to local calls.

Hotel News and Reviews

Remember to check for the web links to our layover hotels on the Hotel Department page of the APFA Web site. More are being added all of the time.

Barbados;
as reviewed by Patty Bias

We conducted the Barbados review in response to the many

complaints about our current hotel. I am very happy to report we will be moving on January 30th to the Grand Barbados Beach Resort.

It is a Four Star Hotel strategically located on Carlisle Bay. It not only offers a private two-mile-long quiet beachfront but also is located close to the capital city, Bridgetown. The rooms are all ocean side and are currently being renovated. That project should be completed by the time we move there. The hotel has seven floors and two elevators.

The staff is familiar with crew business, so the rooms provide all of the amenities we like. They include individually controlled air-conditioning, coffee makers, clock radios, iron/board, hairdryer, room safe, full-length mirror, and refrigerators. The rooms also have 25" color satellite television.

All rooms have balconies with secure locks. The hotel has excellent security with electronic key entrances, double locks, bar latch, and peepholes. There are many security cameras in place and security personnel are at the beach and poolside lounge at all times.

Free bottled water is in each room. Free coffee and Danish

will be provided for early morning departures. The hotel restaurant, Pier 1, is very beautiful and is located on the beach. Crews will enjoy the 15 percent discount offer there and off all room service prices. Kentucky Fried Chicken and a pizza outlet deliver to the hotel.

Additional amenities include free Internet access and 24-hour access to computers located in a private room by the front desk. The hotel has an air-conditioned 24-hour exercise room equipped with a television to make the time pass faster. There is also a gift shop and convenience store as well as a beauty salon in the hotel. Being located so close to Bridgetown, the crews will have many choices for restaurants, nightlife, and shopping. Barbados is blessed with an artistic group of people who use their talent to provide some of the best pottery, art, and blown glass pieces found anywhere.

I am confident you'll enjoy the warm welcome you will receive at our new layover hotel, The Grand Barbados.

Salt Lake City;
as reviewed by Steve Carter

Our new hotel will be the Sheraton City Centre, effective January 31st. This is a very nice

Sheraton that was completely renovated in 1999. It has 362 rooms on 10 floors. The hotel is about three blocks away from the indoor malls and busy restaurant area of the central downtown district. The area, like all of Salt Lake City, is very clean. (It is something you will notice immediately.)

Guest rooms require an electronic key, have double locks, a bar lock, and peepholes. Windows are double paned and may be opened. All windows have blackout drapes. Rooms have television with cable, pay per view movies, clock radios, coffee maker, iron/board, hairdryer, and safe.

Hotel amenities include a business center and a restaurant called Olio Restaurant, open 0600-1400 and 1700-2200. The hotel offers a 10 percent discount in the restaurant and in the lounge, called First Press, where food is available from 1630-midnight. Room service is available 0600-2200. There is a Starbucks coffee open 0600-2000. The hotel will soon have a crew menu with special prices.

The hotel pool is open from 0600-2200, and there is 24-hour access to the health club that has both cardio equipment and free weights. The hotel gift shop is open from 0700-2200.

Los Angeles, Short;

as reviewed by Carrie Maniaci

We will be moving to the Radisson Hotel LAX, a beautiful airport hotel that has just completed an \$18 million dollar renovation. The guest rooms are spacious and have the basic guest amenities of coffee makers, iron/board, hairdryer, triple sheeted beds, and are very quiet since they have double paned glass windows. There is a beautiful penthouse lounge available to all guests. It boasts an incredible view, serves cocktails in the evening and coffee and pastries in the morning, and offers *complimentary* Internet access hook-up and computers to use. The two restaurants and room service extend a 20 percent discount to crewmembers. There is a fully equipped fitness center with sauna and an outdoor Olympic-sized heated pool. On-site there is a gift shop, jewelry store, car rental, and travel agency.

Minneapolis/St.Paul,

Long and Short;

as reviewed by Carrie Maniaci

We are going to split our crew hotels in Minneapolis to a long layover and a short layover. For the time being, we will be staying at the Doubletree, by the Mall of America, for our short layovers. For our long layovers, we will be moving to the Hyatt Regency in

downtown Minneapolis. This hotel is absolutely beautiful and has just had a major renovation. It is ideally situated along Nicollet Mall, a pedestrian walking avenue lined with shops, restaurants, and entertainment. The hotel is also in walking distance of major sports facilities – Target Center and the HHH Metrodome. The spacious guest rooms have all the basic guest amenities as well as triple sheeted beds. The crews will be on a “crew only” floor and will have a crew room that has *complimentary* Internet access, daily newspapers, information about events in the Twin Cities, as well as Starbucks brewed coffee and sodas. There are lots of restaurants in the hotel as well as in the connecting buildings, all linked by a skywalk. The hotel will extend a 30 percent discount in their bistro restaurant, Spikes Sports bar, and room service. They have an indoor pool with cardio machines poolside. On the 6th floor of the hotel is the Regency Athletic Club & Spa, one of the best athletic clubs downtown. It will have a day pass available for \$5 a day.

Fort Lauderdale;

as reviewed by Steve Carter

Our new hotel is the Renaissance Fort Lauderdale; it is by far the best quality hotel we reviewed. It opened in May 2001 and has

been kept in top-notch condition. AAA rates it Four Diamonds. The property is located one-half block from the 17th Street Bridge that crosses the inter-coastal waterway. The hotel has 233 rooms on 10 floors. This hotel is free of the noise of highway A1A that was a constant concern to crewmembers. Making the decision to leave the beach was not an easy one. However, the noise factor was causing some crewmembers distress. That documentation is in writing and could not be ignored as a potential safety and operational issue. That is why the move took place December 1, 2002, and not later as planned.

Security at the hotel is uniformed, in-house, contracted at night, and is on duty 24 hours every day. The fire protection system includes sprinklers, smoke detectors, voice communication, and heat detectors in all rooms and public areas. There are fire hoses and extinguishers in the halls and phones in the elevators. Rooms use electronic keys, have double locks, chains, and peepholes. Windows are double paned and have blackout drapes. All rooms have clock radios, television with cable and pay per view movies, coffee maker, iron/board, hairdryer, and in-room safe.

The hotel has a beautiful pool area with a nice Jacuzzi. There is an exercise room and a nearby

health club available for a daily fee.

The hotel restaurant is called Bistro 17 and is open from 0630-1400 and 1700-2300. The hotel lounge, The 17th Street Bar, is open from 1600 until 0100 and has food available. Room service is open from 0630-2300 with coffee and Danish available for early morning departures. *All outlets offer a 25 percent discount.* The area surrounding the hotel has many shops, restaurants, and just across the street is something very special, The Culinary Art Institute of Fort Lauderdale that offers you the opportunity to watch the students in training and enjoy lunch or dinner at a very reasonable price.

There is free transportation to the beach one mile away. The inter-coastal waterway has a *water taxi* that stops all along at various cities and entertainment and eating venues. There are many different and fun activities in the area.



Looks Like A Bumpy 2003

by Joan Wages

APFA Washington Representative

By all indications, 2003 will continue to be a year of belt tightening in the airline industry. While the air carriers seek financial relief from Congress for security mandates imposed on them, Congress has yet to fund its own departments that deal with security. The new year will begin with Congress negotiating over which security provisions will be funded and which ones will not.

We can expect the Transportation Security Agency (TSA) to continue to review security procedures and make changes. They have already eliminated the security questions that agents had to ask passengers. You know the ones: "Has your bag been out of your possession since you packed it? Did anyone ask you to carry something for them?" More recently, TSA is phasing out the gate-area security checks on the premise that initial security checks are more thorough since TSA took those over. Biometric identification cards are being tested at three airports, which will pave the way for crew biometric ID's. These will facilitate crewmembers in clearing security more quickly.

Unemployment Benefits

The unemployment rate went up again since Congress left town for the holidays. Before leaving, the House and Senate could not come to an agreement on extending unemployment benefits but promised they would take it up first thing upon their return. Thousands of unemployed airline workers laid off since 9/11 will have a very stressful holiday as a result. Let your member of Congress know that this is unacceptable.

Air Transportation Stabilization Board (ATSB)

We've been hearing more about the role of the ATSB since it turned down United Airlines' application for a government loan. Subsequently, United was forced into bankruptcy. Its union contracts will be renegotiated and thousands will be laid off as United downsizes.

Congress created the ATSB to assist airlines severely impacted by the 9/11 events, yet the ATSB determined that United's business plan would not have produced a viable carrier in the future. In

addition, American Airlines and other major carriers opposed the loan to United because an infusion of money would have placed United in an advantageous situation when American and others were not receiving equal monies. If the economy takes another turn for the worse, we will hear more about ATSB's role in keeping the industry afloat.

NO CABOTAGE! NO HOW! NO WAY!

Cabotage? A term we all need to know. It's a provision that prevents foreign carriers from flying point to point within the U.S. Foreign carriers are eager to operate in this country – the most lucrative travel market in the world. Some have suggested that U. S. air carriers could shore up their financial positions by increasing their foreign ownership, but in exchange, foreign carriers would want the right to fly within the U. S. Others see allowing foreign entrants as a means of increasing competition. Eliminating cabotage would be detrimental to American workers. The APFA and other unions strongly oppose efforts that would open U.S. markets to for-

eign flags. Foreign airline pay scales are frequently well below those of U. S. carriers and many foreign carriers are government subsidized. These factors would place U. S. employees in an untenable negotiating position. Proposals could be introduced next year to eliminate cabotage. This provision is **not** in the best interest of APFA members.

I write this just before the holidays, and it sounds more like Scrooge than Santa. We have some challenges ahead, but APFA members have shown they are up to the task. Stay informed and take action when the APFA asks you to contact your members of Congress. Now, possibly more than ever, your very job may depend on it.

Best wishes for the New Year.



Visit *Capwiz*, the APFA's new Internet legislative service, by clicking on the "Government Affairs" page on the APFA Web site at www.apfa.org.

Airlines Hoping to Find Favor with Republican-Led Congress

Reprinted with permission of the Dallas Morning News.
By **Eric Torbenson** ~ The Dallas Morning News

Count airline executives among the cheerleaders for the November 5 Republican sweep of Congress, an outcome that the industry sees as a rare chance to push its legislative agenda.

The result “gives us some hope that some of the logjams can be broken” when the new session begins January 3, said AMR Corp. chief executive Donald Carty, who has made lobbying Congress a top priority for American Airlines.

The alternative to the Republican sweep was far more disturbing for airlines, said Ron Ricks, government affairs vice president for Dallas-based Southwest Airlines Co. Had the Democrats kept power in the Senate and won the House of Representatives, Mr. Ricks said, airline re-regulation would have come up for debate, an outcome no carrier wants.

“I think there are a lot of members of Congress who would like to see deregulation fail,” Mr. Ricks said.

That’s not considered a problem with a GOP-run legislative branch, and the nation’s carriers are crafting an airline-friendly

agenda for the 108th Congress.

AIRLINE EXECUTIVES WANT CONGRESS TO:

Dramatically change how carriers negotiate with unions by introducing binding arbitration in place of federal mediation, which can end in strikes.

Allow airlines to buy war risk insurance from the government cheaper than in the private market. The airlines are paying hundreds of millions of dollars more to insure themselves against terrorism since the attacks of September 11, 2001.

Lower taxes that airlines pay directly to the federal government and the fees they must pass along to passengers in ticket fees.

There are early indications that Congress will be receptive to the requests.

“We’d have to look at what we can do to help them with their critical financial situation and just be aware it could turn further south if there is an act of international conflict,” U.S. Rep. John Mica, a Florida Republican who is chairman of the House Aviation Subcommittee, told the

Washington Post in September.

Much attention will fall on a bill sponsored by Republican Sens. John McCain of Arizona and Trent Lott of Mississippi that would create a new way for airline unions and management to settle contracts.

The Railway Labor Act governs those talks, outlining the formal and often arduous process that can stretch negotiations over several years. Unions can’t strike until National Mediation Board deems that further talks won’t help, a stage the board rarely reaches.

Unions are already upset that President Bush has effectively stripped their right to strike – the strongest bargaining tool they possess – by invoking seldom-used Presidential Emergency Boards in labor disputes. The three-member boards evaluate contract offers from both sides and issue a nonbonding recommendation.

Congress can take those recommendations and force a settlement. Mr. Bush used one of the boards to stop a potential mechanics strike at Northwest Airlines in 2001.

‘FINAL’ OFFER SYSTEM

The McCain-Lott bill would go further than just stopping airline strikes. It would introduce a “final offer arbitration” system – sometimes called “baseball-style” arbitration – to settle contracts. Each side would present its last contract offer to a panel. As with arbitration over baseball players’ salaries, one side’s proposal would win, and there would be no splitting the differences.

“It would effectively gut the Railway Labor Act,” said George Hopkins, a history professor at Western Illinois University who specializes in labor law and pilots unions. “If the Republicans put it up for a vote, they’re going to go ahead and do it. They won’t pass up a chance to stick it to labor.”

The unions are gearing up to battle McCain-Lott which is a “dirty word to pilots,” Mr. Hopkins said.

The Association of Professional Flight Attendants at Fort Worth-based American Airlines will “be fighting it tooth and nail,” spokesman George Price said.



E-mail Addresses = Success!

Do you have an e-mail address? If so, have you registered it with the APFA Membership Department? If not, please take a moment to send an e-mail to Membership@apfa.org

Be sure to include your name, employee number, and your e-mail address. If you have made changes to an e-mail address you have already registered, please update this information with Membership.

The APFA faces a great number of challenges in 2003. Many of these will be related to proposed legislation in Washington, D.C. We have activated Capwiz, the APFA’s new legislative Internet service, to assist us in creating a stronger presence on Capitol Hill. In order for this service to be effective, the APFA must have as many of our members’ e-mail addresses as possible on file. This will allow us to send out “Action Alerts” to notify the membership of pending legislation and outline the APFA’s plan of action.

Register your e-mail address today and then watch for your first “APFA Action Alert.”

For History's Sake: Stupid Airline Tricks

By Joe Brancatelli . November 21, 2002

A couple of years from now, when some journalist or academician sets out to write about the decline and fall of the Big Six airlines, I'm fairly confident that he or she will date the beginning of the end to the summer of 2000.

That, of course, was when United was canceling about 25 percent of its daily flights, running about 60 percent of its remaining service late, fighting with its pilots - and denying that anything was wrong.

In the intervening years, the Big Six has made so many strategic and tactical blunders, so many stupid pricing decisions, so many truly offensive service decisions, that it is nearly impossible to keep track of them all. If anything, their corporate conduct since September 11 has been even more egregious.

But this was a week quite unlike any other week since the summer of 2000. The stupidity was so rampant that it must be at least partially documented.

So, for history's sake, a look at the week that was. And, remember, it's only Thursday. God knows what these miscreants will do tomorrow.

A BAD JOKE ABOUT A BAD JOKE

Delta Air Lines is losing hundreds of millions of dollars a year and has no hope of making a profit anytime soon. And what is airline management worried about? Bad luggage jokes in an advertisement in its in-flight magazine. As you will learn from Steve Huettel's sad and hilarious piece in the *St. Petersburg Times*, Delta executives were offended by an ad in Delta Sky magazine that depicted a luggage handler mishandling checked baggage. So it ordered the ad removed - by hand - from all of the more than 400,000 copies of the magazine. You have to wonder on what line Delta's auditors will place "manpower costs to deface company magazine at the whim of company management."

BRIBING AIRLINES TO LOOK THE OTHER WAY

Effective December 15, 2003, Northwest Airlines reduced the weight allowance for checked bags to 50 pounds each from the industry standard of 70 pounds. Passengers who check bags between 51-70 pounds will now pay \$25 more for the privilege. Northwest vehemently denies the

newest fee is a crass and calculated move to generate revenue during the holiday period. "Lower-back injuries have been the leading cause of on-the-job injuries," insists a Northwest flack. "And 35 percent of the back injuries are attributable to lifting bags." Okay, then, that leaves only one conclusion: Northwest honestly thinks bags weighing more than 50 pounds lead to back injuries. But Northwest will look the other way on its employees' health if you bribe the airline by paying it a \$25 surcharge.

THE ART OF CORPORATE FAILURE

It's a great airline tradition when explaining away failure: Blame labor. Blame passengers. Blame the government. Blame the weather. Blame anyone but the arrogant, overpaid clods who run the joint. But the history of the airline industry is one of repeated stupidity and miscalculation by the men who run the business. One way you know these guys are business midgets: Almost none ever get good jobs after leaving the airlines. They either slink into retirement and lecture about their past miscalculations or they stumble into academia and spout truisms that they never followed

when they were in power. Those very few who do land on their corporate feet at another place invariably crash and burn. The latest case in point: former Northwest chief John Dasburg. He left Northwest in tatters in the spring of 2001 to become chief executive of Burger King. Dasburg had one job at Burger King: Sell the ailing fast-food chain for its chain's owner, Diageo, P.L.C. Guess what? Diageo announced this week that the sale of Burger King to an investment group has collapsed.

MEANWHILE, BACK IN THE EXECUTIVE SUITE

US Airways confirmed on Tuesday that it had accepted a pitiful \$240 million - or about the price of one new wide-body jet - for a 37.5 percent stake in its bankrupt carcass. So can anyone explain why Steven Wolf is allowed to remain chairman? In his nearly seven-year tenure, Wolf has paid himself enormous sums (he received a startling \$34 million in 1997 alone) while making a series of astonishing blunders. He severed a successful code-share arrangement with British Airways to pursue an ill-timed international expansion. His low-fare creation, MetroJet, flopped. Southwest drove him out of Florida and out of his Baltimore-Washington hub while JetBlue is driving him from New York. He engineered a \$2 billion stock buyback that strapped the carrier's funds and helped lead to

its bankruptcy filing. He pursued a quixotic merger with United and admitted he had no back-up plan if the deal collapsed, which it did. Yet even as US Airways slashes its network and its staff and bleeds concessions out of its remaining rank-and-filers, Wolf keeps his job and his perks.

IF AT FIRST YOU DON'T SUCCEED...

Delta announced this week that it would create another airline within an airline, this one aimed at stunting the growth of JetBlue, AirTran, and other low-fare carriers. Although details are sketchy, Delta's new airline seems most notable for what it won't offer, including the Delta name. And, of course, it flies in the face of all the previous attempts of mainline carriers to create low-fare subsidiaries. In recent years, Continental (Continental Light), US Airways (MetroJet), United (United Shuttle) and even Delta itself (Delta Express) have tried and failed with exactly the same strategy.

What do you think? I'd like to know. Contact me at JBrancatelli@aol.com.



Election Process Under Way for Base Representatives

By The APFA National Ballot Committee

The ballots for the Base Representative Election will be mailed on February 8, 2003, to the members at each base where more than the allotted number of candidates submit a Willingness-to-Serve Notification for Chair, Vice Chair, and Operation Council Representative (OCR). In view of the upcoming election, the National Ballot Committee (NBC) would like to review the election process.

In accordance with the APFA Constitution, the Willingness-to-Serve (WTS) Notifications were mailed to each member via the November/December issue of *Skyword*. On January 21, 2003, three NBC members will retrieve the WTS's from the designated post office box. Each candidate's membership status is verified to assure she/he is dues current and therefore a member in good standing. If only one member applies for a Chair or Vice Chair, that person is duly elected (assuming the position without an election). If more than one member submits a WTS for the Chair or Vice Chair, the NBC will prepare the ballot packet for mailing to the membership. In addition, if more than one for every 100 members at a base submits a WTS for Operation Council

Representative, this will also generate an election. For example, there are 1,580 members based at our Miami Domestic Operation. If 16 members in good standing return WTSs for OCR, all 16 persons will be duly elected. However, if 17 or more members in good standing return WTS's, there will be an election for the 16 available positions.

When you receive your ballot packet, it will contain:

1. A ballot
2. A secret ballot envelope with instructions
3. A return envelope
4. Candidate information

If your packet is missing any of these items, please call the NBC to request a duplicate ballot package.

When you mark your ballot, carefully follow the directions and make your intent clear. The correct way to mark the ballot is to simply complete the arrow pointing to the candidate of your choice. Follow the example located at the top of the ballot. Any other markings or writing on the ballot will cause it to be void. Then, place your ballot in the secret ballot envelope. Next, put the sealed secret ballot envelope in the

return envelope. Do not mark out or tamper with your name and address on the return envelope unless you want to indicate a name change or update your address.

The Department of Labor has very specific guidelines regarding the handling of ballots. We would like to explain several of the policies that are often misunderstood.

Duplicate ballots are issued when:

1. No original ballot packet is received
2. The ballot packet is incomplete or misplaced
3. A mistake is made in marking the ballot

When an original and a duplicate ballot are received, only the original will be counted. Accepting only the original ensures the legitimacy of your ballot, eliminating the possibility that someone other than yourself may request a duplicate in your name, vote the ballot, and thereby cancel out your original vote.

Once you place your ballot in the mail, your vote is cast. The purpose of duplicate ballots is NOT to permit you to change your vote after mailing the original, so take time and think carefully

before you mark your ballot.

To ensure your vote will be counted:

- Do not tamper with your name and address on the return envelope. This information allows us to verify that the ballot was indeed returned by an eligible voting member. Once this verification process is complete, the return envelopes are packed away in boxes for storage prior to opening the secret ballot envelopes and removing the ballots. Therefore, the name and address in no way breaches the secrecy of your vote at any time.
- Make sure your ballot is placed inside the secret ballot envelope, and the secret ballot envelope is then placed in the return envelope. If you do not use your secret ballot envelope, your vote will not be counted.
- Do not enclose any other material in the envelopes; i.e., checks, correspondence, etc. DO NOT enclose dues payments if you are in dues arrears because your envelope will not be opened or counted.
- Do not mail or hand deliver your ballot to APFA Headquarters. All valid votes must be sent to the designated P.O. Box printed on the return envelope.

You must be dues current as of the close of business on March 7, 2003, or on an APFA payment plan that was executed no later than February 10, 2003. For more information regarding a Dues Payment Plan, refer to Article IV, Section 3. C of the APFA Constitution or contact the Dues Department at (800) 395-2732, extension 8151.

To receive your ballot on time, make sure your address is current with the APFA Membership Department. American Airlines does not provide the APFA with address changes. Therefore, it is each member's responsibility to maintain a current address with our Membership Department. Every systemwide election, several hundred ballot packets are returned undeliverable due to the lack of a current address.

Any questions concerning the election process may be directed to the National Ballot Committee at (800) 395-2732, extension 8311.



Another Year ... Another Tax Return

By Gregory M. Thorne, CFP™



January 2003! Another year gone by, a fresh new start, New Year resolutions to abide by, and ...

another tax return due in just a few months! That's right! Tax season is here and the W-2's are on their way! Because of the unique job requirements of Flight Attendants, it is important that you take advantage of the deductions that are available to you and have someone who is experienced in working with Flight Attendants prepare your return. Many Flight Attendants feel as though they do not have enough expenses to itemize and decide to take the standard deduction because it is easier to do. However, we find that most have more than enough to itemize, even if they are renting as opposed to owning a residence. Most of your itemized deductions will originate from your airline related professional expenses. These expenses include union dues, uniform alterations, uniform purchases, uniform dry cleaning, bid service, luggage, telephone, tips to van drivers, pager, trip trading, and many more. While we suggest that you

retain all receipts, the IRS does not require a receipt for any travel related expense that is less than \$75. If you do not have a receipt, you must maintain a written log of these expenses including the type of expense, date, and cost of item.

The question of "is commuting deductible?" is one that is very common among Flight Attendants. The answer: NO. Many Flight Attendants commute and will encounter expenses such as a crash pad, travel expenses, and parking. However, none of these expenses are deductible because the IRS views commuting as something that was your choice. Are there any exceptions? Yes. When you travel to attend training and meetings, the expenses involved are deductible. There is also one major exception, which is a temporary assignment. If you have a temporary assignment at a different base, you may deduct the travel, lodging, auto expenses, and meals while you are away.

There are also many questions related to the deductibility of a home computer. The IRS has ruled in several cases that a home computer is not related to your job of safety and service in the airplane. However, they do allow an expense if it results in earning tax-

able income. If your computer is used to pick up and trade trips, which is almost always the case, the business percentage is deductible. For example, if you use your computer 60 percent of the time for airline related business, you may deduct 60 percent of the purchase price. You may also deduct the business percentage of your internet service and 100 percent of the PC FOS charges on your paycheck stub.

An expense all Flight Attendants have, but most do not know how to deduct, is meals while away from base. The company pays you per diem for time away from base and the IRS allows you a deduction for each day that you are away. In most cases, the amount that the IRS will allow you to deduct is greater than the amount that the company pays you. This amount is significantly greater when flying international. When this occurs, you are able to deduct the difference between what the company pays and what the IRS allows. An accountant experienced in preparing tax returns for those in the airline industry will know how to calculate this figure. The figure is based on either an average standard per day or by itemizing each city you fly to. When flying turn

arounds, the per diem deduction does not apply.

In conclusion, by itemizing your job-related expenses, you are taking advantage of deductions that are allowed by the IRS that could have a very positive effect on your income tax return. Unlike many believe, in most cases, you do not have to own a home for these deductions to help you. Many Flight Attendants are surprised at all of the items that are deductible and at how much they actually spend on job related expenses. As stated before, it is in your best interest to use a tax professional who has experience in preparing returns for Flight Attendants. We all want our tax returns prepared correctly and to make the most of the deductions that are available to us!

If you have any questions about any of the above information, feel free to give us a call! Our number is (800) 588-0479.

Here's to a happy New Year and great tax return!



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 - Batteries
 - Portable Alarm Clock
 - Portable Iron
 - ID Replacement
 - Passport
 - Pager
 - Cell Phone
 - Professional Publications
 - Job Hunting Expenses
 - Computer Usage (PC FOS)
 - Bid Service
 - Union Dues
 - Tips
- ... Just to name a few

Pension Plan Funding and Security

By **Jani Rachelson**, *Cohen, Weiss and Simon, LLP*

Much has been written about the state of corporate pension funds in the current market environment, given the abominable performance of the stock market. Negative market returns are forcing companies to contribute large amounts of money to their defined benefit (“DB”) pension plans to comply with federal funding requirements, in some cases, for the second year in a row. This contrasts sharply with the experience during the 1990s in which companies were able to avoid making contributions at the same time that their pension plans posted double digit gains. Times are different now, and concerns have been raised about the ultimate solvency of the affected pension plans, as well as the long-term financial viability of the companies from a shareholder’s point of view. Ultimately, however, for the reasons discussed below, there seems to be little reason for American Airlines Flight Attendants to be overly concerned as their benefits appear to be well protected.

It has been reported that AMR Corp., American’s parent company, had an estimated \$3.37 billion underfunding for all of its defined benefit plans (not just the Flight Attendant plan), a sum that was

calculated to be more than six times its market capitalization. In October, AMR announced that it had contributed \$246 million to all of its pension plans and that as of December 31, 2001, the combined assets in all its DB pension plans (over \$5 billion) covered approximately 92 percent of its accumulated liabilities based on service earned as of that date and current salaries.¹ These funded percentages have presumably lessened over the course of 2002 with a downturn in the stock market, although the numbers are not yet available.

However, it is important to note, both as a participant in the pension plan and as an investor in the company, that pension funding obligations are not immediate debts. They are long-term obligations that are very heavily regulated and monitored by more than one governmental agency. The most common analogy is to a mortgage, where even though the homeowner owes a lot of money over 20 or 30 years, the annual obligation is a manageable sum. DB pension obligations are similar. The company has promised to pay certain benefits to its employees based on their accumulated service, ages, and salaries, for the rest of the employees’ lifetimes. Like a mortgage, there is a total

amount owed, which for pension purposes is calculated in several different ways depending on the purpose of the calculation, but the annual required payment is manageable. Thus, in December, AMR’s chief financial officer was reported to have told investors that the pension contribution made by AMR this year was only a relatively small portion of the \$2.8 billion in cash the company generated this year. The CFO was quoted as saying that AMR did not “see cash-funding needs in our pension plans as a significant issue for AMR between now and the end of 2003.”²

The major difference between a defined benefit plan and a defined contribution plan, including a 401(k) plan, like the American Airlines Super Saver Plan, is who bears the risk. In a defined benefit plan, the employer bears the risk, and there is insurance for the risk provided by a federal corporation known as the Pension Benefit Guaranty Corporation (“PBGC”). In a defined contribution plan, including a 401(k) plan, the employee bears all the risk of market losses. The DB plan guarantees a stated benefit for your life. The defined contribution plan guarantees

only the amount of money in the employee’s account.

The DB plan is funded entirely by your employer.³ The funding requirements for DB plans are very complex. The law sets minimum contribution requirements designed to assure that sufficient assets are contributed each year to pay for the cost of benefits accrued that year and a portion of the liability for prior years’ service, plus interest, and administrative expenses. The law also limits the maximum amount a company can contribute to a pension plan. Contributions are tax deductible, and years ago, Congress decided not to permit companies to take current tax deductions for future obligations by putting extensive “excess” contributions in the pension plans. Moreover, there are several different actuarial methods by which funding obligations are calculated. Different rules govern the calculations for accounting purposes, and still other rules may govern the calculations for determining the premium the company has to pay to the PBGC for the insurance that agency provides or liability in the event the plan is terminated.

In all of these calculations, the most important variant is the

interest rate that assets are assumed to earn over the future. The higher the assumed interest rate, the less money is needed at any given time to fund the future liabilities. A lower interest rate will generate a higher liability, or required contribution, since the assets on hand will be assumed to earn less income over the future. Most companies have been using fairly aggressive interest rates for funding their plans on an ongoing basis over the future lifetimes of the workforce, particularly given the returns of the 1990s. Today, however, rates are much lower, and earnings are falling short of the anticipated funding levels that had been based on higher interest rates.

Understand, there is concern about bankruptcy and the implications for the defined benefit plan of a company in bankruptcy. Bankruptcy does not automatically terminate a pension plan, nor does it have any automatic effect on the plan. While in certain circumstances a bankruptcy may make a plan termination possible, in most cases, plan termination may be the last option for a company in bankruptcy, particularly where the plan is not fully funded. This is because the

Base Field Reports

DCA

Happy New Year, Washington!

2002 was definitely a trying year for our base, and 2003 is already looking like it will be a challenge for us as well. We understand the frustrations with the bid sheet and how all of our flying has been shuffled around in the past year. We will commit to working in whatever way we can to add our input when meeting with local flight service and allocations to improve our flying based on the feedback we have received from all of you.

Please remember that if you are issued any attendance warning letters that will require you to meet with your flight service manager, we highly encourage you to call us so that we may attend the meeting with you. This is your contractual right, and you should exercise it so that you don't get caught up in the tangled web that is the attendance policy.

Many of you are on our base e-mail list to receive DCA specific news; however, if you are not and would like to be included, please feel free to call us to add your name to the list. You may also e-mail our personal account to be added at Skyboyy@aol.com. Our phone number is (703) 644-0267

Please remember to call the APFA Hotline weekly.

In Unity,

Robert Valenta
Chairperson
Tim Weston
Vice Chairperson



DFW

PAC-Political Action Committee

We would like to touch on a subject that should be very important to all Flight Attendants and their futures-the APFA PAC (Political Action Committee). PAC is strictly a voluntary contribution to a fund that is separate and apart from union dues. The APFA uses these funds to contribute to candidates that support Flight Attendant and labor issues.

Increasing our PAC funds will allow the APFA a greater presence in Washington, D.C. This is more important this year than in decades past in that aviation labor faces a myriad of issues on Capitol Hill. The issues include an assault on the Railway Labor Act, which could result in the loss of our right to strike and forces contract resolution through third party arbitration. By having a strong PAC, we will be able to mount a much more effective campaign against legislation designed to degrade our profession.

If you would like to join the APFA PAC, simply fill out the PAC card in the center section of *Skyword*. You do not have to include your Social Security Number on the card even though it asks for it. The amount of your voluntary contribution is totally up to you. For additional information, visit the APFA Web site to the "Government Affairs" page and click on the PAC link.

company remains liable for the liabilities accrued under the plan that are not yet funded, and the liabilities can be extremely significant.

If a plan is terminated, the benefits of participants in the DB plan are protected by PBGC insurance up to certain limits prescribed by statute in the event the plan does not have sufficient assets to cover all the promised benefits at the time of plan termination. In 2002, the PBGC guaranteed benefits up to a maximum of \$3,579.55 a month for pensions payable on and after age 65. The guaranteed amount goes up every year, but it is subject to reduction for early retirements, and benefit increases may not be fully guaranteed if they have not been in effect for at least five years. In such case, the guarantee for benefit improvements is phased in at 20 percent a year. The funded level of a plan at plan termination would be determined at the time of termination, based on market interest rates established by the PBGC and benefit liabilities for service accrued to the date of plan termination and current salary levels. Notice must be provided to all participants in the event of plan termination.

An employer can terminate a

defined benefit pension plan voluntarily if the plan has enough money (or the employer contributes a sufficient amount) to buy a group annuity contract from an insurance company to provide all the benefits promised under the plan accrued to the date of termination. An employer may also voluntarily terminate a DB plan, even if there are not sufficient assets in the plan to purchase the group annuity contract, if the employer can satisfy requirements for what is called a distress termination. In the distress termination scenario, where the plan is less than fully funded on a termination basis, the employer becomes immediately liable for the difference between the amount in the plan and the ultimate liability. The PBGC steps in and takes over the plan and pays the guaranteed benefits, after the plan's assets are depleted. The PBGC collects the employer liability from the employer. The PBGC can also terminate a plan involuntarily, without the employer's consent, where it determines that termination is in the plan participants' interest and in the PBGC's interest with respect to its own liability for the guaranteed benefits and the likelihood of recovery from the employer.

There is no indication to date that

American is contemplating terminating any of its plans, or that even in the worst-case scenario of bankruptcy, the plans would be terminated in the foreseeable future. Even if the plan were terminated, Flight Attendant benefits would likely be covered by the plan's assets and the PBGC guarantees, except possibly with respect to some of the recently negotiated improvements.

1 The funded percentage was only 75% measured on future salary levels.

2 "Pension-plan Worries Are Overblown," Daily News, International Foundation of Employee Benefit Plans, December 4, 2002.

3 Prior to 1980 there were mandatory employee contributions.



Base Field Reports cont.

Assignments Outside of the Relief

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

Happy New Year!

Chris O'Kelley
Chairperson
Margaret Stewart
Vice Chairperson



MIA

DOOR DISARMING

It has come to our attention that the FAA cabin inspectors are flying more flights and are citing Flight Attendants with infractions, in particular for disarming the doors before the aircraft has come to a complete stop. As a reminder, when the aircraft comes to a COMPLETE STOP, Flight Attendants with door disarming responsibilities should disarm all aircraft doors except the entry door through which passengers will deplane. The entry door should be disarmed as the jetbridge approaches.

INJURY ON DUTY (IOD)

There are new procedures for IODs, and we have had quite a few injuries lately. If you are not familiar with what to do or have any complications once you're out on IOD, please contact us immediately. Please make sure you gather all supporting documents pertaining to your claim. Keep a record of anyone you talk to that is involved in your case such as doctors, insurance agents, nurses, or nurse case managers, etc. It may become vitally important to your case should you have a problem.

RESERVES (ORs)

PLEASE remember, if you OR drop a trip on reserve, your guarantee will be reduced by the amount of the trip. Conversely, if you pick up an OE on your days off, it DOES NOT pay above your guarantee; it is measured against it. For example, if you have 40

hours on reserve and you pick up a 10-hour trip, you will still only get paid guarantee, not guarantee plus 10.

We would like to wish you all a very happy and safe New Year!

In Unity,

Cheri Washbish
Chairperson
Barbara Rives
Vice Chairperson



ORD

As we sit down to write this latest report, we need to let you know it is mid-December. At first, we wanted to talk about the state of American Airlines and the request to "forego" our pay increase. However, by the time you read this, things will probably have changed 10 times over.

As a reminder, for up-to-date info, please send your e-mail address to the ORD e-mail group. The address is apfa-chord@earthlink.net. We try to get timely news reports out as well as updates on base issues. Also, it is a great way to ask/answer questions.

We are going to address an issue that comes to the forefront every now and again. Occasionally, we hear from fellow Flight Attendants that they object to paying dues to protect Flight Attendants who are "guilty" and the union gets them off on a technicality.

Oftentimes, APFA reps are in the position of being like a "public defender." As a union, we are required by law to provide representation to all APFA Flight Attendants. Sometimes that involves separating the person from the issue. When that occurs, we are defending the issue, as it may apply to any one of us at a future point in time.

If we allow management to violate the rules and/or procedures for one, it may end up being done that way for all, by citing past practice.

It is the function of both the union and management to ensure that rules are applied fairly and evenly. If a Flight Attendant is fired, the case then goes to APFA's System Board of Adjustment. Under APFA policy the Grievance Review Committee will determine if the case has merit to proceed to arbitration.

So, yes, sometimes it may seem that our dues dollars go to protecting the guilty. Remember, at that point, it is the issue that is being protected. You could find yourself in a similar situation and would want representation. Everyone has that right. Some just need a wake-up call and a second chance to right themselves.

Hopefully, this all makes sense. If you want to talk about it, feel free to give us a call. Casework is very intense and time consuming. When we go into a full-blown 31R investigation, it takes up most of our days and often meetings go well into the night.

This is why we ask that if you have left a message and have not heard back from us in the same day, call again, or call APFA HDQ. Also, we

have been experiencing more cell phone problems. Several messages come in totally garbled and some cell phone numbers that have been left in messages turn out to be INOP.

We have been holding several ORD Base Council Meetings to inform our members about current information. We have given them a whole lot of information to share with you! Also, remember APFA Rep in Ops day is the 18th of every month. We are in K19 Ops most of the day. Stop on by, pick up a pin/bag tag, tell some tales, ask some questions, or just hang out. This is your day to know that we are at the airport. Bring treats! See you there! All bases are welcome!

Happy New Year!

In Unity,

Liz Mallon
Chairperson
Steve Wilson
Vice Chairperson



IOR

Many changes have occurred over the past couple of months at IOR. It started with Doug Elmore's resignation as IOR Chairperson, which moved me from Vice Chairperson into the Chair position, leaving the Vice Chairperson position vacant. I am pleased to announce that in early December, Michael Meyer, who I appointed as interim Vice Chairperson, was formally voted into place through an internal vote of the IOR Operational Council Representatives. Michael has done union work for many years and has

most recently served on the IOR Council and Professional Standards Committee. I welcome Michael's many talents and in particular his computer skills, which I will put to use quickly for base communications.

We have been working to update the IOR Base Page on the APFA Web site, and you will find new links that are pertinent to our base. We have completely updated our IOR Council list, which has been posted on the web site. Also included is a link to the IOR Base Briefs. The latest brief was published in early December. Michael and I would like to give particular thanks to IOR Council Member Brian Pinkowski, who worked tirelessly to help us edit the brief. The IOR Base Page also contains a link to airline industry news, which will keep you abreast of what is going on in the airline industry.

At present, we are trying to compile an e-mail list so we can quickly disseminate information to the base. We ask any IOR Flight Attendant who would like to be added to our e-mail information list to fill out the pertinent information on the tear-out at the bottom of the Base Brief and place it in the IOR APFA lockbox across from the elevator at K-19 operations area. With many changes in the airline industry, we have multiple challenges ahead of us, but by working together collectively in a positive way, we can once again show that Unity Pays.

In Unity,

Nancy Moehring
Chairperson
Michael Meyer
Vice Chairperson



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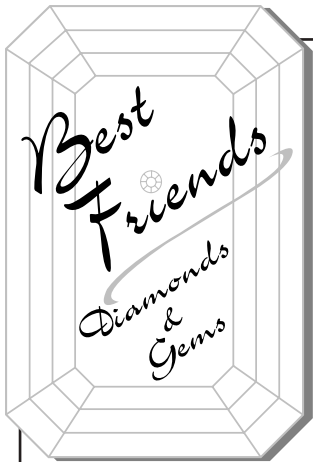
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APFA Price	\$41,610

2003 Infiniti I35

MSRP	\$31,185
Dealer Invoice	\$28,616
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
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* **Prices subject to change.**

* **This program expires 3/31/03**



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