

Includes Industry Contract
Comparison Guide Insert

the official publication of the association of professional flight attendants
SKYword
fall 2006

Our Contract Is Closed

...until 2008!



SKYword

Fall 2006

APFA Headquarters
1004 West Euless Boulevard
Euless, Texas 76040
Toll-Free (800) 395-APFA
or
Local Metro (817) 540-0108
Fax (817) 540-2077
Office Hours
0900 - 1700 Central Time

Dallas/Ft. Worth Domestic Office
749 Port America Place
Suite 500
Grapevine, Texas 76051
(817) 410-7227
Fax (817) 251-1500

Internet Address: www.apfa.org

E-Mail Address: apfa@apfa.org

Hotline Information Tape
800.399.APFA
Tape Updated Weekly

Skyword Magazine Advertising
www.apfa.org - click on *Skyword* Advertising
1004 West Euless Blvd.
Euless, Texas 76040
800.395.2732, ext. 8308

Tommie Hutto-Blake President

Brett Durkin Vice President

Greg Hildreth Secretary

Cathy Lukensmeyer Treasurer

Leslie Mayo Editor

Darren Glenn Graphic Designer

Skyword Editorial Policy - *Skyword* is a quarterly publication and submissions are due to *Skyword* no later than the last day of December, March, June and September for the following quarter's publication. The APFA reserves the right to edit any submissions that are received for the purpose of publication in *Skyword*. Submissions will not be considered if they are libelous, defamatory, not factual, contractually incorrect, in poor taste or too lengthy. Letters to the Editor may not be considered if the length of the submission exceeds 100 words. All letters must include your name, signature, address, base, employee number and telephone number. Use the APFA Communiqué Card in the tear-out section or submit your letter to APFA Communications Department. Copyright 2006 by APFA. All rights reserved. No part of this publication may be reproduced in any form without written permission of the APFA. The views expressed in *Skyword* do not necessarily represent those of APFA. APFA does not endorse any medical procedure, medical practice, product or service that may be mentioned or advertised in *Skyword*. *Skyword* is published four times a year by APFA, 1004 West Euless Blvd., Euless, Texas 76040. Postage paid at Dallas, Texas.

THE HONORABLE
MARTHA W. GRIFFITHS
NAMESAKE OF APFA'S
HIGHEST AWARD



One Independent Voice: Thirty Years of Strength

The Association of Professional Flight Attendants
1977 – 2007

REPORTS

- 4 President's Report
- 6 Vice President's Report
- 8 Secretary's Report
- 9 Treasurer's Report

DEPARTMENTS

- 10 Communications
- 16 Contract
- 17 Retirement
- 20 Scheduling
- 21 Safety & Security
- 23 Hotel
- 24 Health

FEATURES

- 11 Election Time Again *by Joan Wages*
- 12 A Farewell to 1,185 AA Flight Attendants *by Leslie Mayo*
- 15 The Pension Protection Act *by Patrick Hancock*
- 18 FA Fatigue Study *by Joan Wages*
- 22 Accidents and Incidents *by Lonny Glover*
- 26 Health Benefits Alert *by Patty French*
- 28 Just a Few Things Your Union Has Done For You *by Leslie Mayo*
- 31 In Memory of 11, 77, 587, 191 and TWA 800 *by Leslie Mayo*

In 1998, when APFA Headquarters was revitalized, the front entryway was designed for a series of personalized and inscribed bricks paid for by members to offset the cost of refurbishment. Dozens and dozens of bricks are now imbedded in the paved entryway to APFA.

In honor of our Union's 30th anniversary, we are once again offering members the opportunity to order a brick with your name, your base and/or a short personalized inscription not to exceed 44 characters. While it may not be your name in lights, it is your name in stone, and it will always remain a part of APFA's history.

Each brick will cost \$45 and 100 percent of the profits will be donated to the fund of your choice: Wings, Airline Ambassadors, the 9/11 Memorial fund or APFA Negotiations.

If you would like to order a brick, go to apfa.org and click on the brick on the main page.



Tommie Hutto-Blake
APFA President

president@apfa.org
817-540-0108, ext. 8101

THE GOOD, THE BAD, AND THE DOWNRIGHT UGLY!



APFA Headquarters main hallway

lobby of APFA Headquarters. It contains some of our most treasured historical pieces. If you have in your possession what you consider items of APFA history, now is the perfect time to loan or even donate these treasures to the APFA archives in honor of our 30th-year celebration. You may contact APFA archivist Cilla Golas at extension 8470 at APFA Headquarters to discuss items of archival value. There is no doubt that our Union has a rich and unique story and each of you are part of that story.

“This concept of employees being rewarded prior to full and sustained profitability is a huge challenge.”

At the time of this writing, I am sitting at my desk on a Saturday morning at APFA Headquarters. I wish all of our members could walk through the halls of this building of ours. We may be the only Flight Attendant (FA) Union in the world (certainly the only one in the nation) to outright own its “union hall.” Thus, I am beginning this article on a positive note.

THE GOOD
APFA Headquarters is the union hall we built together

and it is full of history. Hanging on the walls are dozens of framed photos, news articles, awards, posters, plaques, picket signs and other significant memorabilia demonstrating many of the successes and struggles of the American Airlines FAs. Our collective determination is exhibited throughout these halls as we created history and turned our job into the respected career it is today. More than 50 years of APFA and pre-APFA history is now displayed in **your** building. We are now the largest independent FA Union in the world.

APFA became the representing Union for the FAs of American Airlines on May 16, 1977. On or before May 16th of 2007, APFA will hold a celebration marking its 30th anniversary. We hope that many of our members, including former and current leaders and activists will join us. In honor of this, APFA has received anniversary gifts from members, previous officers, and friends. One of these gifts is an archival case now standing in the

Those of us who fought the early battles of turning this once short-term job into a



APFA archive case donated by Dr. Bettye Myers

career are now in the process of handing the leadership torch to the next generation. I am lucky to be able to watch the growing number of new leaders take on a greater role in our Union. They are firm in their conviction, bright in spirit and enthusiastic about this work of ours. I feel privileged to be able to help mentor so many up and coming APFA leaders.

I have certainly not lost my passion to protect and preserve our APFA Contract. However, I do look forward to watching from afar as the next generation takes the APFA helm. My goal is to ensure that APFA is structurally sound and financially secure when this leadership torch is passed. Unions must have an ongoing strategic plan to maintain a steady course. The plan must be closely monitored for any necessary adjustments as circumstances warrant. As we all know, our industry is never stagnant. Recently we have watched while other FA unions have failed in their direct course. We must learn from these examples and be ever vigilant to adjust our own itinerary in order to best protect and defend the FAs of American Airlines and enhance our 2001 Collective Bargaining Agreement as modified in 2003.

It is also my goal to see that APFA pushes toward elevating the safety and security status of

FAs - the on-board first responders - as well as continuing to be a respected union voice on our property and in the industry.

Each of these goals needs its own strategy in place with local and national leadership assisting in the communication and education process, which is the main part of any solid union plan. From council reps to Base Chairs and Vice Chairs; to the Coordinators, Division Representatives, the Executive Committee and the National Officers; each of us must do our part to educate and communicate these plans.

THE BAD

We certainly have plenty of 'the bad and downright ugly' swirling around our Company and our industry right now. The challenges seem to be mounting rather than lessening. The atmosphere can turn on a dime as a result of so many different issues such as the recent security alert in the U.K., the growing threats of consolidation, and the ever-changing cost of fuel.

Another overriding theme in the U.S. today is that of corporate ethics, or the lack thereof. At American Airlines, one minute labor and management are working together to save pensions, and the next we are watching as the self-propagated multi-leveled executive compensation is being distributed

to an 'elite' group of AA executives. All the while management continues to profess the Pull Together/Win Together philosophy in the name of *saving our Company*. As most of you recollect, this first became blaringly obvious when former AA CEO Don Carty had to resign following his efforts to hide management bonuses for top executives in 2003, while all other employees were taking steep cuts in wages, benefits and work rules.

The question at the heart of this issue today seems two-fold: Is corporate ethics an oxymoron, and if not, what can we do about it? What the heck can we - APFA - do about this present situation? Are we prepared for the battles ahead? Do we have our priorities in order? With cautious optimism I say yes! But the most important ingredient is an informed and involved membership. How do we engage an ever-hard-working membership to also remain focused on our multi-pronged APFA course? That is the question we must answer together.

On another note in the 'bad' column, considering the intensive, mandated background checks and fingerprinting for FAs, pilots and other safety-sensitive jobs within the airline industry following 9/11, our work force should be treated as safety professionals. Instead,

“Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.”

- Molly Ivins

and as a perfect example during the recent UK security event resulting in banning liquids on board the aircraft, it became clear that crew members were also being treated as potential threats to the aircraft. Of late, crew members have endured indignities and hardships that should not have occurred given our training and position as on-board first responders. APFA has begun a heightened focus on security clearance procedures for crews, **even** in a time of security alerts. The APFA National Officers and security reps have met with AA security personnel, Flight Service and APA security representatives to develop a plan with the intention of creating new federal and corporate guidelines. Any new procedures that surface must be consistent for all commercial airline crews during security alerts. There is no doubt that hundreds of our members have once again felt beleaguered and without recourse when simply trying to get to work. It has been five years since our work environment changed

overnight and I assure you our voices will be heard for a consistent security process for all working crew members.

On this subject, I encourage each of you to share firsthand experiences from this recent security event and forward these statements to APFA at infoprep@apfa.org. Our collective goal is to engage other unions, management, Congress, and the appropriate federal agencies in seeking permanent and consistent security procedures in this country for airline crews. If the U.S. can model a better process, perhaps foreign governments can pursue a similar process. Again, this won't be easy and it won't happen overnight. It will require collective action throughout our industry, on the Hill and on AA's property. We must have our voices heard publicly on this matter in order to see results.

APFA has also had a major impact on another safety-related

Continued on page 26



Brett Durkin
APFA Vice President

vp@apfa.org
817-540-0108, ext. 8111

The Issue:
Did the Company violate Article 26 and any related Articles by denying FA Ted Bumpus full compensation for an Injury on Duty (IOD) due to rough air under all the facts and circumstances of this case?

In late 2003, following the Restructuring Agreement (RPA), FA Bumpus was injured on duty as a result of turbulence. Bumpus was working a trip from YYZ-LAX when the aircraft encountered turbulent air about one hour prior to landing. He notified the Captain that he was experiencing some discomfort as a result of the turbulence they had encountered and continued with his duties. Upon landing,

You Be the Judge: Turbulence in the Air

the Captain did not file an official report known as an E6 for this flight since he felt it did not reach the level of severe turbulence.

FA Bumpus initially felt discomfort in his neck and lower back and his condition continued to worsen with time. Bumpus initially conferred with AA medical, which ordered physical therapy and medication. He later consulted the help of a chiropractor who was not part of the PPN (preferred provider network) and ultimately had corrective surgery to his neck and back. This resulted in Bumpus being out of work for approximately one year. During this period of time FA Bumpus received Worker's Compensation benefits since the Company concluded that the turbulence that caused his injury did not rise to the level of "rough air" as defined in Article 26.E. (page 239) of the Contract. He did not receive pay continuance, a benefit that supplements Worker's Comp payments under certain circumstances.

FA Bumpus requested his union rep file a Notice of Dispute (NOD) since he believed he was eligible for pay continuance under 26.E.1.a. of the Contract. This case was not resolved at the base level and was brought before a neutral arbitrator, a Union and Company Representa-

tative, which makes up the System Board panel at the Quarterly System Board hearings (QSB).

The Union's Position:

APFA argued that the Company did not do a thorough investigation when it determined that the FA was not eligible for pay continuance as provided in 26.E. It was APFA's position that the Company did not take into account or investigate the following items in determining FA Bumpus' contractual eligibility for pay continuance (see box on next page) in the absence of a Captain's report of severe turbulence:

1. AMR Event Center reports
2. Report(s) by crew members assigned to the flight
3. Purser/#1 FA Report
4. ATC/Dispatch and/or weather report(s)
5. Reports by any other employee witness on the flight
6. Nature and/or extent of any passenger/crew member injuries on the flight due to turbulence
7. Nature and/or extent of any aircraft damage as a result of turbulence
8. AA Medical review of any IOD documentation to determine if injury is associated with the reported "air incident"

The other issues APFA argued included continued confusion over the changes made to paid IOD benefits as a result of the 2003 Restructuring Participation Agreement (RPA). FA Bumpus testified as to his confusion with the new changes and also whether AA Medical was to be considered his treating physician. There was also testimony from the Union to the Company's lack of training for members of management on how to properly investigate a turbulence claim.

The Company's Position:

On the other side of the coin, the Company argued that the FA did not seek treatment from a provider within the Preferred Provider Network (PPN). Therefore, his choice to be treated outside of the PPN precluded the Company from paying him even if it was decided that he was eligible. The Company also defended its investigation into whether FA Bumpus' injury qualified for pay continuance under the definition of "rough air" as defined in 26.E.

At the QSB hearing the following were some of the concerns raised by the three-member

"In our glorious fight for civil rights, we must guard against being fooled by false slogans, as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining... We demand this fraud be stopped." – Martin Luther King, Jr.

System Board panel (actual Award language in quotations):

1. "... the company's investigation was inadequate: it was conducted too late to preserve needed evidence, and it was reactive rather than proactive as required for claims of rough air. The company must adapt its procedures to the new contractual situation; its procedures must not be such that they deny employees of a bargained benefit."
2. One of the contributing factors in this case was the "confusion surrounding a change in the controlling contract language that occurred under the (RPA) effective in 2003. Under Article 26.D. of the prior contract, FAs injured on duty were automatically entitled to pay continuance to supplement their workers' compensation payments for up to 120 days if they consulted a doctor in the (PPN) or up to 60 days if they did not. Such payments were extended up to 180 days

"under exceptional circumstances," contractually defined in Article 26.E. as including turbulence serious enough to be classified as "rough air." Under the RPA, pay continuance is only available when an injury is the result of such rough air; injuries arising from ordinary turbulence are no longer eligible for any pay continuance."

3. The FA's "decision to consult an out-of-network doctor would have resulted in his denial of 26.E. benefits under either contract; based on his choice, the only benefit he would have been entitled to under the old Contract was the 60 days for a generic IOD. In light of those circumstances, in this case the Company's failure to conduct an adequate investigation did not impact Mr. Bumpus' eligibility for pay continuance under Article 26.E."

Before you make your decision and learn how the Arbitrator ruled in this case, familiarize yourself with Article 26.E and Letter IV from Article 26 in the box to the right.

26.E. OCCUPATIONAL INJURY UNDER EXCEPTIONAL CIRCUMSTANCES

1. Forced Landing/Rough Air/Passenger Assault/Hijacking/Sabotage

a. A FA traveling in Company operated aircraft, as a flight crew member or as a passenger on Company business, and only if injuries are sustained as a result of forced landing, rough air, passenger assault, hijacking or sabotage while on duty, will receive full salary less Workers' Compensation benefits for a maximum of six (6) months. No deductions will be made from the FA's sick leave account, and scheduled pay increases as provided in Article 3 will be made effective.

b. After the six (6) month period, the FA may, at his/her option, use accrued sick leave in addition to any Workers' Compensation to enable the FA to receive her/his applicable monthly guarantee. The combination of benefits shall not exceed 100% of the applicable guarantee.

c. "Rough Air" will be defined and identified by the following observable in-flight characteristics:

"Large and abrupt changes in altitude and attitude occur. Occupants are forced violently against seatbelts and shoulder straps. Unsecured objects are tossed about. Food service and walking are not possible."

Moderate chop and/or moderate turbulence will not constitute rough air.

(1) A Captain's official report ("E6") or its equivalent of "severe turbulence" will be sufficient to substantiate the presence of rough air. In the absence of a Captain's official report of "severe turbulence," Flight Service will investigate IOD claims of rough air to determine the appropriateness of a designation of rough air. Parameters used for such determination are set out in 26-LETTER-IV.

(2) A decision and notification by Flight Service of "non-rough air" will be considered as having fulfilled the requirements of Article 28.A.3., 4. and 5. of this Agreement.

**26-LETTER-IV
July 6, 2001**

Re: Article 26.E.1. B Investigation of IOD Claims of "Rough Air"

This letter will confirm our discussions during the course of negotiating the changes to Article 26.E.1. and determination of "rough air" in the absence of a Captain's report of severe turbulence. We agree that in the absence of such a report, Flight Service will investigate and make a determination of the presence or the lack of "rough air" as defined in Article 26.E.1.c.

During the investigation, the following considerations will be taken into account, as applicable to each situation:

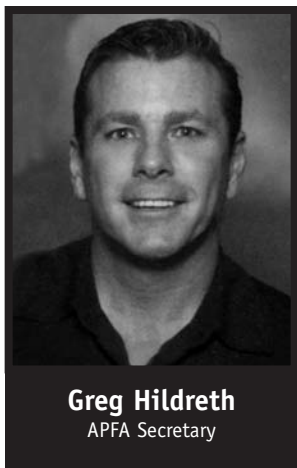
1. AMR Event Center reports
2. Report(s) by crew members assigned to the flight
3. Purser/#1 FA Report
4. ATC/Dispatch and/or weather report(s)
5. Reports by any other employee witness on the flight
6. Nature and/or extent of any passenger/crew member injuries on the flight due to turbulence
7. Nature and/or extent of any aircraft damage as a result of turbulence
8. AA Medical review of any IOD

documentation to determine if injury is associated with the reported "air incident."

In those isolated cases where there may be other types of evidence not listed above which Flight Service determines may be helpful in making the determination of "rough air," such evidence may be taken into account as well.

The Arbitrator's Decision:
"The Company's investigation into the Grievant's injury was contractually inadequate. The Company shall develop a policy that adequately addresses the implementation of the requirements of Article 26.E.1.c.

"Because Mr. Bumpus' doctor was not in-network, as required by Article 26.E, he is precluded from collecting pay continuance for his 2003 injury."



Greg Hildreth
APFA Secretary

secretary@apfa.org
817-540-0108, ext. 8121

Imagine that you are an eight-year FA based in Boston. You are also an only child whose parents are in an assisted living facility in Dallas. Health care professionals have told you that the health and well being of your parents depends on your increased involvement and participation in their daily lives. You try commuting back and forth but after two missed trips and three late sign-ins, your own mental health and perhaps even your job are now at risk. You need to live and work closer to where your parents are. Basically, you need a transfer to DFW.

The problem is, under today's conditions with nearly 3,882 furloughs on the recall list and no relief in sight, transfers aren't really being processed save the occasional mutual lateral. And despite the few transfers that are being processed, you are still the most junior FA on the list. In desperation, you call the Union for help. A

"You can't do it unless you organize."
— Samuel Gompers

The Road to a Hardship Transfer May Be a Long and Arduous One

representative provides you with the information you need to apply for a hardship transfer out of seniority order.

Seniority governs transfers and just about everything else at American Airlines as it relates to union jobs. So you submit your request to your FSM and by doing so, you are asking the Union and the Company to agree to make an exception to the system wide seniority list under the circumstances and facts you provide. It is the FA's responsibility to provide extensive documentation from health care providers in order to substantiate the compelling reasons leading to your request for a hardship exception. And even then, there are still no guarantees.

This is where I come in. Per APFA's Policy Manual, the Secretary of the Union is the individual who reviews, discusses and must agree with the Company on the disposition of hardship requests.

A "hardship request" is the means by which a FA has the ability to request cancellation of the proffer or a PLOA that was awarded on seniority, or to request a PLOA be granted out of seniority order. By far the most common hardship request is for a hardship transfer. APFA and the Company must agree on the decision to grant or deny any hardship request and the decision is always made on a non-precedent basis. This means that each case is reviewed and decided individually on its own merits. Generally, though, a hardship is not granted for a situation that pre-dates employment (or recall).

The process is straightforward: Requests for a hardship transfer

must first be submitted in writing to your FSM. It is also a good idea to contact your Base Chairperson to let him/her know that you are requesting a hardship. Your FSM will then forward the request to APFA Headquarters and Flight Service Administration at AA. If further documentation is needed, the FSM will contact the FA directly.

It is crucial to remember that with hardship requests both parties are mindful of those FAs already on the transfer list and the possible impact of seniority. While there are no hard and fast rules for the acceptance or rejection of a hardship transfer request, there are a few basic rules of thumb:

- Hardship transfers are rare and are the exception.
- Hardship transfers are never granted for purposes of commuting.
- Hardship transfers to Int'l bases are extremely rare and are almost never granted. A transfer may be granted to the adjacent domestic base, or to the nearest domestic base for those international bases with no adjacent domestic base, i.e. a request for RDUI would be processed to MIA Domestic.
- The request must be dire in nature and substantiated with enough documentation to leave no question that the situation is, in fact, critical.
- Documentation. Documentation. Documentation.

From the Union's perspective, seniority is a structure we enforce and protect. While our Contract does allow for seniority to be superceded

"...the *only* way a hardship is granted is by mutual agreement of both APFA and the Company."

in certain compelling circumstances (see Article 19 – Leaves of Absence) there must exist an extreme hardship to warrant the displacing of seniority. Proof of a hardship must not only be documented fully, it must be irrefutable. The key element in obtaining a hardship transfer is to provide clear and concise documentation that supports your situation.

An example of good documentation would include a letter from the FA stating the reason for the hardship exception request as well as a Dr.'s letter(s) and other relevant medical documentation, letters from professionals (attorneys, clergy, etc) statements from friends or family, correspondence from a bank relating to your situation, copies of any bills that qualify your request, a deed or a lease, etc., any and all other information that can significantly substantiate your request. Be assured that everything that comes into my office regarding hardship request is treated as privileged and confidential.

APFA and AA Flight Service meet on a regular basis to review hardship requests – usually every four to six weeks – and each request is reviewed separately. Once a decision is made, the FSM is notified and the FA is contacted personally. If you submit a hardship request, be prepared to have your request thoroughly examined. Don't be surprised if you are asked to submit more information or documentation. Again, the **only** way a hardship is granted is the mutual agreement by both APFA and the Company.

Dealing with hardship requests is one of the most difficult aspects of my job. It is heartbreaking and numbing to read some of the letters that come into my office. It is extremely difficult and challenging to review someone's case, to look into someone's most private issues, and literally have to sit judgment on a huge decision on their behalf. I can assure you I take this responsibility very seriously.

I know transfers are practically non-existent. Some of us have even been forced from our bases and/or back onto Reserve. Our lives have been altered tremendously in the past five years and with that comes the stagnant condition of the airline industry. I have enormous compassion and a great deal of respect for all FAs, particularly during a time of great difficulty. If APFA and AA agree to grant a hardship, it is because the facts were irrefutable in favor of the hardship request.

If you find yourself in a position to be forced to pursue a hardship request, be prepared to submit all supporting documentation. In order to protect your privacy, your FSM should not be receiving any details of your situation if it is illness-related. Medical documentation should be forwarded to your FSM in a sealed envelope. Just to be safe, send a copy of your request with all supporting documentation to the APFA Secretary's Office, as well. ▲

Fly safely,
Greg



Cathy Lukensmeyer
APFA Treasurer

treasurer@apfa.org
817-540-0108, ext. 8131

The need for the Negotiations and Negotiations-Related Fund (NNRF) arose following the Strike of 1993 and the process leading to the 1995 Contract. Back then we were touted by the press as "The Little Union That Could." The term, coined after the famous children's book "The Little Engine That Could," related to APFA's relentless efforts in its uphill battle to fight for our members' rights.

And what a costly battle it was. Consultants, financial advisors, attorneys and analysts had to be retained and ad campaigns funded. Protracted negotiations place a huge drain on the treasury of any union and ours was no different. The Hedges Administration put language into place to amend the Constitution of the APFA, which was subsequently ratified by the membership to establish a special fund to be used just for negotiations. That fund is known today as the NNRF.

Replenishing Our Resources

The Negotiations and Negotiations-Related Fund (NNRF) – What Is It?

Article IV, Sec. 1.D. of the APFA Constitution states that "...twenty-five (25) percent of any dues increase ratified by the membership shall be placed in a negotiations and negotiations-related fund." Over the years, our dues increased from \$25 to \$30 per month and then again from \$30 to \$35 per month when this Constitutional language was ratified by the membership in the mid-'90s. Twenty-five percent of each of those \$5 increases is \$1.25, resulting in \$2.50 from every members' monthly dues to be invested in a fund specifically marked for negotiations and negotiations-related expenses. In 2002, a dues increase was again ratified by the membership raising the dues from \$35/month to \$41/month. (Following the RPA, the APFA Board of Directors authorized a dues holiday for two years at \$3 less per month, per member.) Twenty-five percent of this \$6 increase generated another \$1.50 per member per month to be invested into the NNRF.

Today, APFA is required to invest \$4 from every FA's monthly dues into the NNRF. However, following the negotiations of 2001, the NNRF became under funded (see box to the right). Since taking office in April 2004, I have taken the necessary steps through additional monthly contributions – in excess of the minimum required – to restore the NNRF. We have continued to fund it at the highest headcount possible. Throughout the two-year dues holiday that generated less income for the Union, APFA con-

tinued to fund the NNRF at the full rate of \$4 per month per member. To date we have restored over \$60,000 of the amount under funded to the NNRF. But we still have a long way to go.

It doesn't seem that long ago that we were restructuring our Contract with AA in '03. The NNRF had to be tapped into to pay some of the outstanding costs of consultants and attorneys brought on-board during that very difficult time. Thank goodness for the NNRF. And here we are again with negotiations just around the corner. Prep work for 2008 bargaining is in the not too distant future. APFA will be intensifying the collection of data to position ourselves for the next round of bargaining. Preparation, planning and strategy are everything. As the old saying goes, "Save for a Rainy Day." You can rest assured that APFA has.

APFA'S OTHER ASSETS

As reported in this year's State of the Union issue of *Skyword*, APFA holds monies in a number of long-term interest-bearing accounts. This portfolio is consistently reviewed by J.P. Morgan, as well as our auditors, and generally rebalanced annually. With rebalancing, APFA is able to maintain a conservative strategy while producing a higher rate of return (recently doubled) with less downside risk potential. Even the cash account from which we operate is tightly managed and constantly working for us. Each day after close of busi-

ness, the money from APFA's checking account is swept into an interest-bearing account overnight and then swept back into the Union's checking account the next morning before the start of business. Every night and over the weekend, your dues dollars aren't just sitting idle – they are earning interest around the clock.

And finally, APFA owns its Headquarters building in Euless, Texas, outright, which was completely renovated and updated in 1997.

May 2007 marks APFA's 30th anniversary, as the "Little Union That Could." I can truly say we have a lot to be proud of. ▲

"When a man tells you that he got rich through hard work, ask him: 'Whose?'"
– Don Marquis

May 15, 2006
Dear APFA:

I have reviewed the NNRF funding schedule which was prepared by your staff. Based on my review of this schedule, it is apparent that the under funded amount of \$264,313 as of April, 2004 was caused by the failure to make the proper NNRF transfers in January and February, 2002 and the failure to use the correct constitutionally-mandated monthly funding amount of \$4.00 for the months of July, 2002 through April, 2004. As indicated on the schedule, the effective date of the monthly NNRF funding amount changed from \$2.50 to \$4.00, effective July 1, 2002.

I noted that upon your assumption of the APFA Treasurer duties in April, 2004 you addressed this "issue" and started to fully fund the NNRF, using the correct monthly funding amount, by making monthly transfers in excess of the required amounts. As a result of these excess transfers, the "under-funded" current balance at April, 2006 is now \$202,873. I concur with your plan to continue to make excess monthly contributions, as such funds are available, in order to fully fund the NNRF.

Please contact me if you have any questions or if you need anything further regarding this matter.

Hal O'Neil, CPA
Wood, Stephens & O'Neil, LLP
(Auditors for APFA)



communications@apfa.org
817-540-0108, ext. 8308

(Not So) Deep Thoughts: In seventh grade, I remember begging my mom to buy me a surfer skirt and hooded sweatshirt so I could be just like the other girls in Junior High. She came through like she always did and bought me what I thought I needed. I wore that outfit once a week, strictly on the days I knew I would see David H. who was, in my opinion, the cutest boy in school. This went on for a good two months until I realized that this new ensemble wasn't getting me anywhere. I saw David H., but he never saw me.

At the end of the day, I was still the same girl wearing something that did not necessarily suit me just because everyone else was doing it. So, I put my corduroys back on and proceeded to the next phase.

(Some More Not So) Deep Thoughts: A few false starts later I grabbed a pair of drumsticks

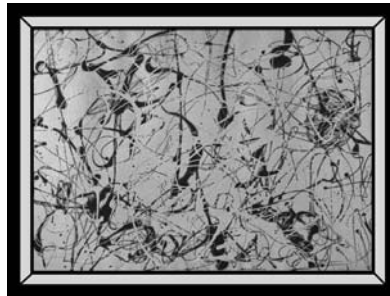
Who Ate The First Lobster?

and joined the band. I had always been fascinated with the drums after watching Karen Carpenter go at it in the '70s. To me, she was not only a lady, but she had rhythm and a great voice, too. I remember standing in the back of the room with the boys when the teacher asked, "Leslie, do you know how to play the drums?" "Sure," I replied. And there I stayed learning how to hold a pair of sticks for the first time; pretending my way through "Color My World." After a couple of days, I discovered that this was something I really did enjoy. And I was pretty good at it, too. This is the first time I can recall having a passion about anything other than Teamball during the first 13 years of my life.

(Another Bit of Not So) Deep Thoughts: Fast forward several years and I found myself living in London during a much needed break from college. A friend asked me what I was doing for my birthday and when I told him I didn't have anything special planned, he suggested we go to the Tate Gallery (now known as the Tate Modern) and stare at art. I resisted at first, but after weighing my options and the number of offers I hadn't received that day, I went along for the ride. Naturally, as happens with all foreigners when visiting London, the Queen had phoned earlier that morning to invite me for tea, but I just wasn't in the mood.

My attitude at the beginning of this little outing was at an all-time low. It plunged even further when he suggested we check out

the Jackson Pollock exhibition AND sit through a 30-minute lecture. Are you kidding me? I could not have been less enthusiastic. I was, however, aware that my friend was trying to edify this dim California girl with a little culture to add to the contents in my brain which consisted of exactly how much SPF was required when aspiring to play six games of two-man beach volleyball at noon in August before one peels. So I sat myself down and listened.



Jackson Pollock *Number 23*

Thirty minutes later it was as if someone had flipped the switch. There it was in front of me hanging on a wall – safely guarded – with a bunch of paint splattered all over it.

Up until that point, I didn't appear to have a passion for much of anything meaningful or truly substantial other than playing sports. What had, at first, appeared to be an overrated children's finger painting and something I was convinced I could

have done myself, turned out to be the ultimate inspiration to me in all of its uniqueness. There right in front of Jackson Pollock's Number 23, on a Saturday morning in London, I had uncovered my major in spite of myself.

Jackson Pollock took risks and those risks changed the face of art history in the United States. Here was a man compelled to do something different. He was like no other artist of his time. While he had his share of vices, his talents were unquestionable. He could paint like an Old Master, however, he chose a different path and as a result, his success was extraordinary.

Being unique is what makes the world go 'round. Thank goodness for Konrad Zuse (who built the first computer), Orville and Wilbur, and whoever figured out how to eat the first lobster. But for them we might still be writing letters to our friends by hand on a cruise ship to Europe unaware that the best delicacy around is crawling right underneath our boat.

AA and APFA could have followed the paths of the other airlines and unions. We could have filed bankruptcy and watched our company dissolve into a lesser version of itself. We would witness a judge make decisions that would affect each of our lives without a second thought. On top of it all, we could have been absorbed by another Union

and become lost in the shuffle with very few specialized services available. But APFA is doing things differently and so far, it is working. Our Union team will continue to collaborate with each other and with AA (when-ever possible) doing whatever it takes to advance our careers.

Thank goodness we aren't like everyone else. We aren't sitting in the front row of bankruptcy court operating with an imposed contract shoved down our throats like the Northwest FAs. We haven't had our pension plans frozen or terminated like Delta, America West, US Airways or United Airlines, or simply have no pension at all like Southwest or jetBlue. We have the best vacation provision in the industry that allows us to stretch days off into weeks. We are among the top paid FAs in the nation, and our Contract is closed until 2008. I'll take our situation over any other airline's hands down.

As the **only** union in the nation dedicated to a single FA workgroup, APFA is in the incomparable position of cutting its own course. On the eve of the 30th anniversary of our Union, let's embrace our uniqueness and acknowledge the strengths we have earned through not following in the path of every major union or airline: Losing our independence.

We are the Flight Attendants of American Airlines represented by the largest independent Flight Attendant union in the nation - APFA; *The Little Union That Could.**

"If hard work were such a wonderful thing, surely the rich would have kept it all to themselves." – Lane Kirkland

*As quoted in Newsweek Magazine following the FA Strike against American Airlines in 1993.

Election Time Again

Are You Registered to Vote?

Have You Requested Your Absentee Ballot?

By Joan Wages
APFA Washington Representative

With the midterm elections fast approaching in November, it's time to make sure we are ready to vote. The word *freedom* is reiterated throughout political rhetoric – mostly in connection with the war in Iraq. Our nation is spending billions to secure a democratic government for Iraqi citizens. If for no other reason, our current national involvement in Iraq should remind us of our responsibility as U.S. citizens to go to the polls on Election Day. It may sound like a tired old refrain but it remains as true today as it did 200 years ago – **VOTING MATTERS!**

In particular, those elected to Congress have a big say in the life of FAs since the federal government regulates aviation. The Federal Aviation Administration (FAA) determines the rules by which air carriers will operate and the Transportation Security Agency (TSA) calls the shots on aviation security. Over this past year, APFA has lobbied Congress on pension reform, FA fatigue, foreign ownership of U.S. carriers,

outsourcing and security issues, among others. Each of these has a direct impact on your job and your life.

Some members of Congress have been particularly helpful to us. Rep. Mike Honda (D-CA) sponsored a letter to the FAA urging them to release the FA fatigue study (see page 18). It was signed by 147 representatives. Reps. Jim Oberstar (D-MN) and Frank LoBiondo (R-NJ) sponsored a letter to fight greater foreign ownership getting 85 signers. Oberstar also joined Reps. Charlie Norwood (R-GA), Tom Price (R-GA) and Steve LaTourette (R-OH) to support the inclusion of the airline provision in the Pension Protection Act of 2006.

Senators Chuck Grassley (R-IA), Mike Enzi (R-WY) and Ted Kennedy (D-MA) all played major roles in adding the airline provision to the Senate pension reform bill and fought hard for it in conference. Although American did not get as favorable provisions in the final bill as those given Delta and Northwest, these three senators have committed to

further efforts to help American secure future improvements to further impact reform.

REGISTER TO VOTE

Phone your local Election Board or Voter Registration to get a voter registration application mailed to you. Many states have September and October cut-off dates for submitting forms so don't wait until the last minute or even the last few weeks. That could be too late.

VOTING BY ABSENTEE BALLOT

Since FAs are often out of town on Election Day, registering to vote by absentee ballot is a good idea. Each state has its own absentee ballot form and process. Your state's form can be retrieved at www.justvote.org. Many states have an address on the form, but for those that don't, call your local Election Board for one.

Is protecting your job not an important enough reason to vote? Congress passes laws on health insurance, social security and environmental laws concerning the air and drinking water. Those elected to



Congress will have a direct impact on each of these areas of your life. APFA researches candidates who vote for labor-supportive measures. This is APFA's responsibility to show support to elected officials who support the labor community.

WHO TO VOTE FOR

Stay informed and be aware of how candidates vote on issues that are important to you. Prior to elections, most states now publish voter guides that give candidate positions on many issues. Beware – what a candidate doesn't say can be as important as what s/he does say. If a candidate is not talking about workplace issues, the

importance of saving U.S. jobs, saving middle class jobs, supporting a worker's right to join a union, lowering oil prices and other directly-related issues, then the candidate is probably not supportive of FA issues. If in doubt, contact the candidate's office and ask them where they stand on your concerns.

According to predictions, this election will produce several close races. A handful of votes have made the difference in elections for the House and Senate. Now, more than ever, every single vote counts.

Be Sure to Vote on November 7th.

“The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men.”

– Lyndon B. Johnson

A Farewell to 1,185 American Airlines Flight Attendants

The following 1,156 American Airlines Flight Attendants have been on furlough since October of 2001 and will be removed from the Seniority List. Prior to today, no American Airlines Flight Attendant had been furloughed for more than three years.

Due to Article 16 of our Collective Bargaining Agreement, recall rights for furloughed Flight Attendants expire after five years. APFA would like to acknowledge the following American Airlines Flight Attendants for their service.

Expect to have hope rekindled. Expect your prayers to be answered in wondrous ways. The dry seasons in life do not last. The spring rains will come again.
 – Sarah Ban Breathnach

Ruth Abney	Desiree Bain	SN Booker	Peggy Campbell	Carol Clark	Tracie Davidson	Barbara Duverge
Keion Abron	Cheryl Baker	Corina Booth	CA Campbell	Ramonda Clark	Fernando Davila	Judy Duvernell
Johanna Acosta	Kelly Baker	Craig Bottger	Vielka Campos	Renee Clark	Carolyn-Armenta Davis	Patrice Dyson
Trisha Acosta	Amy Ballard	Andrew Botti	Yvonne Cano	Richard Clarkson	Heather Davis	Jeffrey Easler
Beth Adams	Anne Ballard	Ivelis Botti	Perola Cantu	DK Claire	Joan Davis	Anthony Eastment
Keeta Adams	Janice Baniak	Abigail Boyd	Wenqian Cao	Vickie Clawson	Millicent Davis	Beatriz Eberhardt
Ron Adams II	Orsika Barabas	Charita Boyd	Cindy Capozio	MA Cleveland	Ronald Davis	Valerie Edouard
Cheryl Adkins	Wade Barger	Linda Boyd	Judy Caradine	Thomas Clevenger	DL Davis	Shandy Egry
Paula Adkins	Alicia Barham	Jaysa Boyer	Wendy Carden	Elizabeth Cloud	Elizabeth Dealmeida	Gazey El Migid
Carla Adkism	Jerry Barizo	Kathleen Boylan	Louise Cardonell	Juan Collazo	Don Deangelis	Robert El Zoghbi
Amy Aebersold	Brenda Barner	Julie Bradford	Carla Carr	Courtney Collins	Shannon Deardeuff	Jesus Elguea
Carlos Agosto	Janet Barnes	Kelli Bradley	Frances Carr	Stephanie Combest	Nicole Deboskie	Lisa Eller
Gludi Aguilar	Juan Barnes	Tasha Bray	Lina Carr	Andrea Conley	Mirta Deciuicies	Kimberly Ellis
John Ahearn	Noelle Barnes	Christina Brennan	JM Carrara	Brandy Conley	Sheryl Dedert	Gina Elmore
Rebecca Albannaw	Derek Barnett	Deanna Brewer	Zabdiel Carrasco	Karen Conley	Glen Defreitas	Marissa Elson
Ladonna Alberts-Crouch	Kari Barnett	Jayra Brewster	Jacqueline Carrillo	Traci Conley	Xavier Degreef	Enrique Enriquez
Kristi Alderdice	Sara Baron	Gustavo Briand	Jessica Carroll	Colleen Connor	Nancy Dela Cruz	Rey Esquelin
Jennifer Alexander	Carla Barrett	Joyce Bridges	Opal Carroll	Skip Converse	Eddy Delaleu	Mary Essex
Kevin Alexander	Deborah Barrett	Marla Britt	Mary Carter	Anne Cook	Kenneth Delaney	Justin Eudaley
Marilyn Alexander	Linda Barrie	Larae Broadhead	Maria Carty	Rachel Cooper	Marie Delans	John Evans
Markeeta Alexander	Michelle Barsanti	Awyannia Brooks	Carrie Caskey	Bonnie Cordia	Joanne Delfino	Tammy Evans
Marcial Algarin	Winnie Bass	Cheryl Brooks	Karen Castaneda	Kristy Cordwell	FA Delgado	Pamela Fagan
Avendo Ali	Sarah Baue-Shomaker	Philip Brooks	Evelyn Castro	Linda Corell	Judith Demealo	Fouad Fahimy
Nadia Alipour	Anneka Beasley	Dana Brookshire	Nicole Catapano	Herman Cortes	Teresa Dennehy	Sue Fairbanks
DR Allen	Lola Bechtel	Edward Brophy	Carolyn Catchings	Amanda Cottle	Julianne Dennison	Jeremy Famularcano
Steven Alme	Leslea Bell	Cory Brown	Shanna Cates	Kim Cottle	Rachel Desantis	Lori Farkas
Adeline Alvarenga	Janea Bello	Gina Brown	Julie Cavellini	Shannon Cox	Sally Diaz	Megan Farkos
Carlos Alvarez	Noel Beltre	Lisa Brown	Lindsey Cavender	Jennifer Coy	Yolanda Diaz	Kymerly Farrell
Marisol Alvarez	Molly Benedict	Sherry Brown	Damir Ceric	Virginia Crabtree	Claudia Diggs	Gregory Fata
Carmen Alvarez-Vazquez	Chanel Benford	Marie Brownrigg	Anthony Cerniglia	Danielle Creider	Jennifer Diggs	Melissa Feinberg
Debora Alverio	Deron Bennett	Rachel Brunelle	Deanna Cerra	Courtney Cremer	Nicole Dillon	James Ferguson
Connie Amann	Timothy Bennett	Katherine Bryan	Thomas Cervello	Penny Crimmins	Rigoberto Disla	Damaris Fernandez
Donald Amos, Jr	Carolyn Benson	Sherrie Bryant	Janet Chamberlain	Joanne Croft	KM Dodd	Marlene Fernandez
Patrick Angevine	Bernard Berry	LP Buckman	Giza Chandler	Patricia Crook	Julio Dones	Elizabeth Ferris
Kelli Anthony	Jaime Bertolino	Patricia Burnett	Jeff Chang	Suzanne Crowe	Maryanne Donnelly	Neishta Fields
Angela Antonelli	Christina Bertz	Heather Burns	Walter Chanto	Deborah Crowther	Alissa Doolan	Theresa Fileccia
Juan Aquino, Jr	VM Best	Rhonda Burns	Elizabeth Chapman	Cheryl Crutchfield	Deborah Dougherty	Amy Fischer
LS Arbogast	Donna Biederman	Henry Bursian	Charlton PA	Denise Cruz	Courtney Dowler	Mickie Fisher
Brandy Armstrong	Laurel Birkley	Ana Cabral	Stella Cheng	Felix Cruz	Sheila Downey	Pamela Fisher
Cynthia Arndt	Lisa Birmingham	Julio Cabrera	Rebecca Cherry	Jane Cupp	Marilyn Doyle	Marlena Fitzpatrick
Miguel Arroyo	Andy Blair	Sandra Caicedo	Dawn Chiaia	Katina Curran	Gwendolyn Drake	Ofelia Flinn
Pedro Arroyo	Meagan Blair	Michelle Calabro	Jimmy Chin	Sieghart Dahlke	Gary Drennen	Ann Flournoy
Angela Aubuchon	Michelle Blake	Kristin Calarese	Mark Chin	Camellia Daley	Ghitana Drew	Deborah Foeller
Dijana Aultman	Anna Blanco	Maria Callahan	Lucy Cho	Amber Daly-Brister	John Duarte	Maria Foley
Anjeanetta Austin	Linda Blanco	Shanda Calliham	Tiffany Choat	Valdir Damota	Dina Dufalla	Guy Fontana
Eusebio Avila, Jr	Kristi Blecha	Tammy Camacho	Nicole Chones	Cindy Daniel	Krista Duggan	Diane Forbes
Tim Azar	Anthony Bledsoe	Claudia Camarena De	Cinthia Chong	Claudia Daniels	Marilyn Dumas	Bonnie Ford
Amy Babcock	Carla Block	Maxwell	Jill Christian	Sinh Dao	Bryant Dunbar	Robin Forshee
Christine Babiasz	Marca Blocker	Joseph Camelliri	Robert Christian	AE Darek	Frank Dunsworth	Laurie Forte
Linda Badgley	C Boggs	Katia Camille	Erica Chung	NL Daugherty	Jared Duranceau	Greg Fossier
Rebecca Badley	AV Bolski	Larissa Campbell	Tera Ciesinski	Bobbie Davidson	Valarie Durham	Brian Foster

Teguana Fough
Kathryn Fovinci
Frances Franco
Jennifer Franko
Jessie Frederick
Virginie Freebairn
Jose Freitas
Nicole Fry
Mika Fujimori
Aurora Fulleylove
Felicia Funderburk
Justin Gabaldon
Kim Gaddy
Linda Gage
Lisa Gaghan
Melissia Galgano
Kerry Gallagher
German Gamboa
Arlene Gandy
Jose Garcia
Oswaldo Garcia
Sandy Garcia
Amyunique Garner
Gloria Garrett
Chaslenn Gaspar
Elizabeth Gatlin
Jason Gedney
Toni Gee
Bette Geggus
Vanessa Gemelli
Jacqueline Genoud
R Gentles
Martha Gersten
Carissa Gillett
Bonnie Gillham
Ann Gillis
Eric Gillogly
Annette Girona
James Gist
Tina Gitchoff
GH Given
Tracy Glazebrook
Judy Glazener
Charleen Gonzalez
Gloria Gonzalez
Johanna Gonzalez
Marcelina Gonzalez
Martha Gonzalez
Pedro Gonzalez
Heather Goodwin
Pamela Goodwin
Lamont Gordon
Crystal Graham
Ruegena Graham
James Grant III
Maurice Gray
Kimberly Grbac
Lorna Green
Stacey Green

Cheri Greene
Michael Greene
Kathleen Greenewald
Georgina Greenwell
Jessica Grega
Greta Gregory
Melinda Gresham
Leigha Griffin
Peggy Griffith
Steven Grimm
Kimberly Gruhn
Terri Gualtieri-Myers
Christina Guerrero
Corin Guest
Mamousse Gueye
E Guice-Smith
Madeline Gullo
Stephanie Gunter
Lacey Haeger
RL Hagen
Patti Haggerty Galloway
Candice Hagler
Janice Haigh
Sean Hairston
Bayly Hall
Rosemarie Hamilton
Diane Hamm
Amy Hankins
Angie Hankins
Jennifer Harden
Richard Harmer
Jakaris Harper
Tanyeka Harris
L Harris
Jill Hartley
Allen Hartman
Margaret Hatten-Jenkins
Erin Hatzenbuhler
Paola Havens
Allyson Hayes
Mona Heater
Peggy Heidt
Gregory Heinrich
SR Heitz
Jean Held
Steven Held
Oliver Henderson
Roni Henderson
Damian Hendrix
Amanda Henkel
Craig Henry
Alma Hernandez
Lilia Hernandez
Shirley Hernandez
Yadira Hernandez
Yolanda Herrera
Marliese Herrick
Denise Hessel
Amy Hesselgren

Patricia Hewat
Keenya Hewett
Tiffani Hewlin
L Hill
Nancy Hill
Sarah Hillard
Tammie Himmelsbach
Erin Hitchcock
Gail Hite
Joanne Hixon
Shwu-Feng Ho
Jesenska Hodzic
MG Hoehne
Dave HOLTzle
Major Hogge
Susan Holcomb
Jessica Holdaway
Brooke Holderby
Stephanie Holdner
Julie Holiday
Sandra Holloway
Raphael Holmes
Lesly Holt
Thipp Hong
VL Hosto
Daniel Houle
Isolyn Housen
Kennette Houston
AH Howard
Dani Howell
Mindy Howell
Sara Hser
Shao-Chin Hsu
Amy Huckins
Holly Hughes
RG Hughes
Mercedes Hukill
Holly Hunsicker
Bert Hunter
Kelly Hunter
James Hunter III
Cynthia Hutson
Elizabeth Hyten
Esther Idhen
Peggy Iliff
Sarah Imbriaco
Edward Irani
Beverly Ivey
Jerol Jackson
Linda Jacques-Pietersen
Bobbie Jamerson
Lowna James
Natalie Jando
Marcia Jeanes
Sandra Jeffers
Jennifer Jennings
Jessica Jilson
Raulyn Jimenez
Ann Johnson

Chandra Johnson
Joel Johnson
Misty Johnson
Christine Jones
Karlton Jones
Lyndon Jones
Mark Jones
Melanie Jones
Michele Jones
Muriel Jones
Sharon Jones
Tracy Jones
Tremorla Jones
Darrell Jones, Jr
Lillmer Jordan
Laurie Jurgensen
Stephanie Jurkowski
Ruth Kabel
Connie Kaicher
Michael Kamen
Ching-Wun Kao
Teresa Kao
Brian Kasstle-Lythhouse
Mary Kasuba
Judy Keller
Shawna Kelley
Melissa Kelly
Theresa Kern
Kathleen Kerns
Tawana Kidd
Lakeisha Kidd-Roberson
Dewey Kim
Cherilla Kimball
Alexis King
Ashlee King
Lorna King
Nasha King
Andrea Kiser
Connie Kitterer
Sarka Klecatsky
Patricia Knoblock
Venus Ko
Tifany Kobty
Cynthia Koff
Delores Kortkamp
Laura Kotary
Petra Kozbiel
Angela Kramberg
Linda Kriz
Susan Krumbein
Nikki Kunde
Anna Labianca
Leslie Labraque
Ellen Ladwig
Kelli Laird
Felicia Lake
John Lake
Melinda Landers
SJ Langenfeld

Christopher Lanier
Kelly Larson
Robert Lasky
Wendy Laur
Violette Lawendy
Brent Lawlis
Jeanette Lawson
Jessica Lawson
Ernie Lazernick
Kathleen Leake
Alice Lee
David Lee
Steven Leger
Terri Legeza
Margaret Leiker
Robin Leineke
BK Leisse
Virginia Lemasurier
Sandy Lenzner
Amanda Levites
Deborah Lewis
Karen Lewis
Keisha Lewis
Ronghua Li
Kristen Limbocker
Hung-Chi Lin
Craig-Michael Lindeman
Susie Lineweaver
Regina Lippert
Ruby Liu
Angela Lloyd
Royce Loewen
Melissa Loffler
Cheryl Loftin
Temika Lofton
Leah Lohman
Johanna Lombardo
Carla Long
Richard Longley
Alexandra Lopez
Carol Lopez
Maria Lopez
Stacey Lopez
Radka Lorenzetti
Sharon Losch
Gail Lotak
Karl Lovelady
Joshua Lovell
Patricia Lucas
Carlos Lugo
MA Lugo
Mandy Lum
Stephan Lum
Lisa Lumpkin
Randy Lupercio
Sally Luzanilla
Jennifer Lyle
Yi Ma
Alessandra Macauley

Judy Maclauchlan
Michael Madden
Fairleigh Maddux
EJ Madsen
Joanie Mahan
Jo Ann Mahoney
Karen Malcolm
Jacqui Maldonado
Toni Malnati
Pauline Mann
Joyce Marcor
Christina Markham
Eva Marroquin
Barbara Martin
Katiria Martin
Ray Martin
Shea Martin
Jaime Martinez
Justin Martinez
Paulette Martinez
Susie Marval
Shawn-Michael Mathies
Angel Matias
MD Matthes
Kristen Matthias
Marcelo Mattos
Betty Maull
Bowers May
RJ Mayo
Katherine Mays
Amy McClain
Sean Mcalonan
Tammy McClanahan
Joan McCloud
SA McDaniel
Eamonn McDonagh
Adam McDonald
Shinko McDonald
Candice McDowell
Dana McDowell
Brian McGovern
Devin McGraw
Mickey McGuire
KC McKeefery
Cionne McLean
Melinda McMahan
Karen McMillan
R R McMillan
Laura McNea
Stacia McNeil
JC McNelly
Christopher McVicker
Joyce Mealie
Christian Medina
Jimmy Medina
Cyndie Medows
Michael Meehan
Mitchell Meinders
Edward Melchionna

Angelica Melendez
Nicole Melton
Javier Mercado
Jordan Merchlinski
Jill Metter
Paula Meyer
Boris Millan
Sally Miller
Cristal Millican
James Mills
Mitzi Mills
Jennifer Milon
Dexter Minter
Nelson Miranda
Thomas Miranda
Jamie Mitchell
Levern Mitchell
Aiko Miwa
Yukie Mizukane
Lourdes Monroy
KL Moorman
Aura Morell
Lori Morgan
Mary Morgan
Matthew Mormino
Mary Morrison
Rebecca Moyer
Kristina Moyes
Rene Mueller
Ellen Mule
BJ Muniz
Kimberly Munn
Anna Munoz
Leonard Munoz
Magdalena Murphy
Nicole Murphy
Kelly Murray
Tracy Murray
John Nash
Sonia Neblett
Wendy Neff-Green
Jeffrey Nelson
Wanda Nelson
Brandie Neubert
Elizabeth Newman
George Newman
Peter Newman
Lana Newquist
Thanh Nguyen
Farid Nia
Vivienne Niehaus
Katherine Nieves
Etiam Nodarse
Laura Noonan
Edith Nordine
Yvonne Norman
Josette Nozine
Kelly O Shaughnessy
Lynn Oddo

Brian Odonnell	Emily Pierceall	Giliani Rivera-Valentin	Schneiderhahn	Jennifer Stewart	Angel Valenzuela	Elvis Williams
Michael Oefinger	Susan Pierini	Pamela Roach	Jim Schroeder	Jennifer Stewart	Albert Valiente	Etta Williams
Faye Okelly	EA Pindell	Janie Roberts	Nikki Schroer	Samuel Stice	Robin Vandenabeele	Janice Williams
Ivan Oliva	Jennifer Pino	Katherine Roberts	Bonnie Schuchmann	Gregory Stillwell	Vivian Vaughan-Williams	Keron Williams
Kimberly Olson	Kimberly Pirrello	Patricia Roberts	Lance Schulte	Joe Stockley, Jr	Tina Vaughn	Tamura Williams
Bethany Oneal	Chasity Pitchford	Terry Roberts	Julia Schussman	Cheryl Stone	Pamela Vaziripour	Deanna Wilson
David Oneill	Ellen Pitman	Tina Robertson	Nicole Schwartz	Patricia Storer	Lisa Vazis-Laws	Gregory Wilson
Shula Orgad	Rosa Piuco	Karen Robinson	Marilou Scott	Rhonda Strider	RK Veber	Javal Wilson
Aidee Orozco	Benigno Polanco	Michele Robinson	Mark Scott	Cheryl Summerville	Karyss Velilla	Kahala Wilson
Eduardo Orozco	Owen Pollard	Todd Robinson	Monica Scott	Sugnyan Suneetha	Edey Verdesca	Onyx Wilson
Jon Orozco	Ellerson Pork	Robin Roche	Elizabeth Scully	Yudith Suriel	Irene Vere	Patricia Wilson
Nadia Orozco	April Porter	Allison Rodriguez	Gayle Seal	Sian Symonds	Jonna Vesuvio	Sarah Wilson
Joel Ortiz	Wilma Porter	Osvaldo Rodriguez	Mary Sedillo	Lanette Talsma	Emily Victorino	Dana Wimberly
Raul Ortiz	Johanna Posa	Ricardo Rodriguez	Ricardo Segarra	Xiaoyue Tan	Shannon Vinson-Linzy	Robert Winkler
Ahmed Osman	Jeanette Poteet	Stephanie Roenker	Aime Serna	Lori Tanaka	Richard Vrban	Dolores Winn
Sung Hee Ou	Anne Poulsen	Sharon Roethemeyer	Viokari Serrano	Rick Tantlinger	Le My Vuong	Melanie Wise
Nancy Oughton	Tara Pozniak	Tara Rogers	Crystal Tang	Michael Taschler	Rajesh Vyas	Kristin Wisniewski
Judith Owens	Lezley Prael	Derek Rogers	Amie Sherrill	Carol Tauro	Lori Wade	Lindsay Wittick
Eudys Pacheco	Rosewelyn Prather	Adam Rohla	Shiling Shiling Yang	Brigid Taylor	Shirley Wade	Jenifer Wolenhaupt
Norma Padilla	Carolyn Price	Sarah Rojas	Nicole Shirley	Ruth Taylor	Ingeborg Wagner	Michael Wolfe
Neerja Pahwa	Stephanie Pries	Jorge Roman	Pamela Sicard	Jeniffer Theis	Tamara Wagoner	Christine Wolski
Frederic Palluel	Joyce Prusaitis	Tom Roman	Carmen Silva	Deborah Thompson	Shonelle Waithe	Lena Woods
Robert Palmer	Carmen Puggioni	Jason Rosa	Dawn Simmons	Lauren Thompson	Teresa Waitkus	Erin Woodward
Daphne Paras	Janet Pullins	Elizabeth Rosales	Jennifer Simpson	Stacy Thompson	Misty Walker	Barbara Woolf
Lisa Paris	Kristina Putnam	Santiago Rosario	Brenda Sinesi	Tammy Thompson	Sheila Walker	Adam Wright
Ieshia Parker	Nichole Puzio	Melinda Rose	Ihab Singer	Wendy Thorn	Kimberly Walter	Michelle Wright
Michele Parks	Jane Quatromoni	KD Rose	Valerie Singleton	Lisa Tietz	Ximei Wang	Ivy Wu
Karen Partridge	Deborah Quay	Jay Roth	Courtney Small	Janet Titchen	Julie Ward	Vinson Wu
Vickie Passarella	Edward Quillman	Rebecca Rothchild	April Smith	Lindy Tobeck	Christal Ware	Enrique Yanez Sanchez
Margaret Patin	Raynela Quinones	Abbie Routh	Ingrid Smith	Albert Torres	Christina Watson	Bernard Yang
Freda Pattillo	Patricia Raffaelli	Amanda Rowe	Janel Smith	Lydia Torres	Mildred Watts	Gamal Yarborough
Bettye Patton	Janis Ramaekers	Susan Ruan	Joseph Smith	Marie Torres	Kore-Daveth Waymack	Nicole Yarger
Patrice Paulet	David Ramos	Tariq Rushdan	Justin Smith	Nicole Toto	Eve Weatherford	Michael Yau
John Payton	Brian Ramsey	Janet Rutkowski	Margaret Smith	Jeffrey Tozzer	Jennifer Weatherspoon	Matthew Ybarra
Kelvin Pearce	Tracy Ramsey	Kay Rutledge	Marsha Smith	Amy Tran-Gramlich	Ann Weaver	Alexis Yeater
Laurelle Pearson	Veronica Rangel	Griselda Ruvalcaba	Michelle Smith	Adrianna Trejo	Darrell Weaver	Tinting Yeh
Laurie Pelland	Jennifer Reckendorf	Katiri Ryan	Patricia Smith	Angela Tripp	Melissa Webb	Theresa Yennie
Julia Pence	Britainey Redman	Douglas Sabeh	BJ Smith	Jane Troeger	Sarah Webb	Meredith Yesse
J Pennoyer	Vanessa Redmond	Dhafer Sakri	BJ Smith	Michael Troxell	Desiree Weber	Amy Yeung
Wanderson Pereira	Jennifer Regel	Lizette Saldana	Ralph Smith, II	Janet Tsou	Tina Weil	Andrea Ylen
Maritza Perez	Robert Rehm	Christine Saliga	Jennifer Sommer	Patty Tu	Janice Welch	Francine Young
Sandra Perez	Tara Reisberg	Bernabe Salvador	Zulayka Soto	KL Tubbs	Valis Welch	Helena Young
Christher Perkins	Bob Reneau	Timothy Sanborn	Robert Speaker	Vikki Tuck	Troy Wheelan	Tiffany Young
Cherie Perlow	John Restrepo	Wil Sanders	Cynthia Spellman	Lori Tuggle	Jamie Wheeler	Yadi Yu
Katty Pernick	Antonio Reyna	Richard Sanderson	Kristofer Spencer	Amy Tulley	Jill Wheeler	Anne Zalewski
Antonella Perrault	Lori Rhodes	Jennifer Sankey	MR Spillane	Lisa Tung	Julie Wheeler	Mark Zaragoza
Gibran Perrone	K Rhodes	Luis Santana	ST Spillman	Judy Turner	Cynthia Whipple	Nadia Zeghmouri
Preston Petrosie	Tim Richardson	Raquel Santiago	AK Stabler	Virginia Tyler	Oscar Whitaker III	Victoria Zeller
Sarah Pettavino	Michael Rigby	Rose Santiago	Shaney Stack	Anne Tysseland	SM White	Leah Zemler
George Petty	Tony Riggs	Danelle Saputo	Angela Stanford	Maria Tzortzis	KR White	Mark Zeno
Melanie Phelps	Angel Rios	Bernadette Sawak-Smith	Greg Stanislaus	Carmen Ucciferri	Paul Whyte	Christine Zuzenak
Dan Philipps	PM Riutcel	Lavonne Schafer	Michelle Stephens	Amanda Urian	Jeffrey Wickersham	
Naomi Phillips	Janisse Rivera	Teresa Scheffel	Jennifer Stevens	Christine Ushiroda	Lynnette Wilkins	
Jennifer Phinisee	Jenny Rivera	Laura Schiller	Juliet Stevens	Brain Utecht	Nancy Willard	
Erin Pickard	Maryline Rivera	Beth Schilly	Richard Stevens	Yanelle Valentin	F/A Willenbrink	
Kimberly Pierce	Orlando Rivera-Soto	Jerry Schlegel	Ann Stevenson	Kerri Valentine	Kimberly Willet	

This list was compiled from data submitted by AA Employee Relations. If you have any questions regarding the contents of this list, please send an email to apfa@apfa.org with details of your concerns. APFA will forward your inquiry to the proper department at American Airlines. Please include your AA employee number, full name, address, phone and email address in order for your inquiry to be handled properly.

Editor's Note: The following text was recorded on the APFA Hotline on August 22, 2006.

Pension Protection Act Finally a Reality

by Patrick Hancock, IDF

On August 17, 2006, President Bush signed into law the massive 1,099 page pension reform legislation that our members and fellow AA employees, labor and management alike, have been working so hard on for almost two years. As with any law that size, it contains things we like and things we don't. It also does NOT contain some of the very negative items that were suggested along the way.

We like the fact that it changes the old Orwellian sounding "90 percent-funded equals fully-funded" to a more rational definition of "100 percent-funded equals fully-funded." This will force corporate America to put hundreds of billions more into pension funds to better protect the promises they have made to their employees. Most employers have seven years to catch up to the new funding requirement.



APA President Ralph Hunter, AMR CEO Gerard Arpey, APFA President Tommie Hutto-Blake and Director ATD-TWU John Conley signing thank you letters on behalf of 90,000 AA employees and 48,000 AA retirees to Congressional supporters of the Pension Protection Act of 2006.



AA employees on their way to Washington, D.C., in June '05 to lobby Congress to protect our pensions

We also like that the financially-strapped airline industry gets extra time on top of the seven years to get caught up. As we are all painfully aware, airlines are short on cash right now and we don't want to push more of them into terminating or freezing their pensions, especially our own employer.

We do not, however, like the increased level of relief for some airlines that creates a two-class funding environment. Airlines that have frozen their plans get more time to pay their debt than those airlines that have been responsible and committed to preserving their plans. That creates a competitive disadvantage for responsible airlines and is unfair to them and their employees.

This two-class approach is a leftover toxic remnant of the efforts by some anti-worker forces to eliminate all Defined Benefit Plans. We are glad the rest of their garbage was deleted from the bill, but still think that the unfair two-class relic needs to be taken to the dump as well. As you know, if you are trying to figure out how long your savings will last, you should calculate how much interest you are going to earn on that money. That means you have to project the interest rate you can get down the road. Under the old rules, corporations basically got to pick a number out of the sky as their interest rate. We like the fact that under the new rules, most corporations must use the corporate bond rate as their projected

interest rate. That is a much more rational approach.

We are also comfortable with the part of the bill that gives airlines extra time to fund on the post-9/11 DRC debt relief. We are hopeful that the constant payments from AA and continued above-market returns on the pension assets will have our plans at 100% funding in the next few years. That is our ultimate goal - 100% funding.

We also like some of the other changes in the bill. Two changes in particular that will help our members who have domestic partners and other non-spousal beneficiaries are as follows. The first is Non-Spousal Rollover, which expands the non-taxable

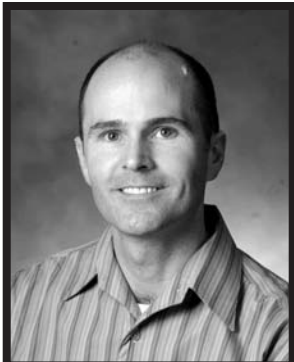
"We must learn to live together as brothers or we are going to perish together as fools."
- Martin Luther King, Jr.

transfer of a 401(k) or IRA to non-spouses when the account holder dies. The second, known as Hardship Distribution, allows individuals who list their same-sex partner or other non-spouse beneficiary under a 401(k) plan the ability to tap into their retirement funds in case of certain medical or financial emergency of the beneficiary.

The other intangible benefit from this process is the realization that as a united work group we can make a difference, even in the halls of Congress. It is obvious now that without the highly-visible presence of AA employees in the offices of Congress, and without the persistent communication from employees reinforcing our message; the foes of Defined Benefit Plans would have succeeded in making it impossible for any of these plans to continue. AA employees stood up to some powerful interests and proved once again that a unified workforce is more powerful than corporate greed. ▲

2006 Pension Facts

The APFA membership is among 33% of the entire U.S. workforce who has a Defined Benefit Plan. In 1980, more than 80% of the workforce in the U.S. had a Defined Benefit Plan.



Brent Peterson
APFA
Contract Coordinator

contract@apfa.org
817.540.0108, ext. 8271

So much has changed in the five years since we ratified our industry leading agreement on September 12, 2001. Shortly after 9/11, airline management began demanding concessions and furloughing employees either as part of bankruptcy or as a threat to avoid it. Our own painful concessions came in 2003. At the time, those efforts to avoid bankruptcy put our Contract behind many of our competitors. Today, however, the 2001 CBA as modified in '03 puts us back toward the top – near Southwest and Continental. Where do we stand today, just a little over three years after having the industry-leading Contract? In the center section of this **Skyword**, we have included a comparison of our work rules, rates of pay and benefits to those of FAs at other airlines.

Industry Flight Attendant Contract Comparison

It has been our goal to provide this comparison to our members for some time, however, FA contracts have been undergoing constant change. Although there could be further changes at Northwest and the merged America West/US Airways, we felt it was time to provide this information for our members so we can fully understand where we stand today. It is never too early to prepare for the road ahead. Soon, on our new Web site, you will also find our 2001 CBA, including the '03 modifications. This document will be known as the 2006 Foundation Document.

The information provided for the Northwest FAs in this comparison represents the terms of their first failed Tentative Agreement (T/A) that management then imposed upon them on July 31, 2006, following the failure of a second T/A. Since the imposed terms do not represent a contract, AFA -CWA will continue to negotiate with Northwest for a new agreement. That may take some time, however. A recent AFA hotline addressing a rumor had the following advice for members: "With their cuts in place management would have less incentive to reach agreement with us any time soon... It took the Continental FAs and other employees five years after exit from bankruptcy to negotiate a new agreement."

Current contract information for both America West and US Airways is included. Negotiations are under way to reach a single agreement that would cover all FAs at the merged carrier. Despite three rounds of concessions at US Airways, that contract is still richer than the current America West agreement that became amendable 2004. One can only assume that management will be trying to reach an agreement for all FAs that comes closer to the America West contract than the US Airways contract.

The comparison information we have included does not represent every carrier or every detail of ours or other FAs' contracts or terms of employment (in the event the FA group is unrepresented). It is meant to provide an overview of how we currently stack up to the carriers we are most frequently compared with. Some are traditional carriers and some are low-cost carriers. It is important to note that, in order to truly compare collective bargaining agreements one must take a comprehensive look. Even the worst contract has a piece or two that is envied by other workgroups. Similarly, the industry leading contract does not have the best provisions in all areas. As we know, negotiations involve give and take. Each FA workforce provides its negotiators with a different set of priorities. The result

is the complete CBA/Contract. One example to help explain this is the fact that Continental has a better per diem than we do, however per diem is not paid for turn-arounds. Another example is our vacation accrual and accompanying vacation pay and credit. While our accrual is less than some of the other carriers, **our vacation pay, which is on a trips-missed basis**, remains significantly better than the other carriers. Virtually every other FA group has gone to a Value of the Day (VOD) pay and credit for vacation. For the most part they do not bid on a trips-missed basis. Combine this with the fact that most of those carriers bid using some type of preferential bidding system as opposed to pre-determined selections and the results can be an inability to extend time off and less pay during vacation for the vast majority of FAs. Most of us are able to turn a few days of vacation into a week or more of time off and 14 days of vacation into at least three weeks through the bidding process.

Another point to consider when comparing contracts is that you are not always comparing apples to apples. For instance, Southwest FAs are actually compensated by flight segment or Trip for Pay (TFP) and not by block-to-block flight hour. This originated when all of their flying consisted of short-haul trips. Now that they

have flights of varying lengths, including transcons, each leg is considered on a mileage basis resulting in more than one TFP on many flight segments. We have used an industry-standard conversion where necessary to convert TFPs into an hourly rate for ease of comparison.

Along these same lines, at most carriers you are either a line-holder or a Reserve. Some carriers have a hybrid line that includes reserve days and actual sequences. However, our category of Availability is fairly unique and helps keep our Reserve numbers lower than they would otherwise be without Availability.

We hope you find this comparison useful and informative. It is designed to be incorporated with your On-Duty Contract Guide published in last year's 4th Quarter **Skyword**. We encourage you to use this as a reference. APFA will continue to work hard to protect our current agreement – the agreement we fought so hard for in '01 and sacrificed so much for in '03. ▲

Editor's Note: Included in this issue is a tear-out guide comparing industry contracts. If one is not included in this issue, email member@apfa.org and include your full name, mailing address and employee number and one will be sent to you.

"The important role of union organizations must be admitted: their object is the representation of the various categories of workers, their lawful collaboration in the economic advance of society, and the development of the sense of their responsibility for the realization of the common good."
– Pope Paul VI



Jena Hopkins
APFA Retirement Specialist

retirement@apfa.org
817.540.0108, ext. 8490

Introducing APFA's Retirement Specialist Jena Hopkins

Hello! My name is Jena Hopkins and I am the new Retirement Specialist for APFA. I am taking over for Jill Frank Smoak as she retires this fall and begins the next phase of her life in Florida. Jill is an APFA treasure and leaves behind quite a legacy. We will miss her very much.

You may recognize my name as the former National Scheduling Coordinator and National Contract Coordinator. I have been flying for 16 years and have been doing union work for the past 9 years. I am married to a FA and have a four-year old son.

My position is part-time, which means I work for APFA half the month and fly the other half. Please don't be worried if it takes a week or so for me to get back to you. I can check email on most of my trips so that is probably the most efficient way to contact me. If you have an urgent matter that cannot wait, please contact the Contract Department at extension 8171. They can help you with general questions and direct you to the appropriate contacts you may need. The Contract Department also has an emergency contact number for me, if necessary.

While you are patiently waiting for a return phone call, there are several retirement references you can access. The Retirement Made Easy booklet is currently available on apfa.org. An updated and expanded version will be published and uploaded to our new Web site before year's end. APFA's Web site contains an entire section dedicated to FA Retirement. Also, Jetnet is full of retirement information. Go to Jetnet—Benefits—Retirement Planning. There is a Pension Estimator/Calculator tool that is very useful. The representatives at HR Services are also helpful and can provide the information

and documents you may need. You may live chat with them or call them at 800.447.2000. You can also go to JP Morgan's Web site (our 401(k) administrators) for more retirement tools.

During my first few weeks on the job, I received many calls regarding the disability provisions of retirement. I will address that topic in the Winter *Skyword*.

My phone extension at APFA is 8490. My email address is retirement@apfa.org. I look forward to assisting you.

"He who tampers with the currency robs labor of its bread." – Daniel Webster

Can You Afford To Retire? by Jena Hopkins

Recently PBS aired a Frontline special entitled "Can You Afford to Retire?" It was a documentary on the state of pensions, 401(k) programs and retirement savings in this country. The effect of United Airlines' bankruptcy on its employees was one of the unfortunate focuses of the documentary. This show and its transcript as well as numerous articles on the issue of retirement are available on the PBS Web site a www.pbs.org.

Here are a few of the compelling quotes from the show:

On Retirement Plans Today:

"For many Americans, it used to be that your employer took care of your retirement...But now the tables have turned. Corporations have stepped back and put the responsibility and much of the cost on individuals."

– **Hedrick Smith, PBS Correspondent**

"Half of America's private sector workforce is not covered by any retirement savings plan; their retirement will be anchored only

by Social Security and whatever they have managed to save on their own. The other 50 percent have one of the two main employer-sponsored retirement savings strategies: a traditional lifetime pension or a 401(k)-style investment plan. Today, twice as many workers have 401(k)'s rather than lifetime pensions, a complete reversal from 25 years ago."

– **David Wray of the Profit Sharing/401(k) Council of America**

"Our pension system has changed dramatically. People aren't going to have pensions like they used to – where you get a benefit for the rest of your life. People are going to retire basically with 401(k) plans, and that's all."

– **Professor Alicia Munnell, Boston College**

"We're now shifting from lifetime pensions to lifetime work."

– **Professor Teresa Ghilarducci, Notre Dame University**

"How many of you have seen somebody of retirement age working at McDonald's or Burger King? Now, do you think their retirement goals are to super size fries?"

They're there because they have to be, aren't they?"

– **John Winkleman, Nebraska Retirement System**

On Bankruptcy:

"Bankruptcy is a way to take legal promises and burn them."

– **Professor Elizabeth Warren, Harvard Law School**

"Everybody knows, I think, Chapter 11 serves a useful purpose. That's why the statute exists. It's there for companies to take advantage of when the occasion presents itself."

– **Glenn Tilton, CEO, United Airlines**

Editor's Note: When Glenn Tilton agreed to join United Airlines he negotiated a special and protected pension benefit for himself that remains intact today, even after the destruction of his employees' pensions. Not surprising is the fact that Mr. Tilton declined numerous attempts to be interviewed for the Frontline Special. However, one of United's bankruptcy attorneys stated, while laughing, that he wouldn't touch the issue but that in his opinion Tilton has done a great job and his compensation is appropriate.

"Bankruptcy is terrible for the employee. It's an absolutely horrific experience for the people who worked hard to build a company. Through no fault of their own, and as a result of some poor management decisions, it means being forced to negotiate changes to your working conditions and your terms of employment all with a gun to your head."

– **Greg Davidowitch, MEC President, Association of FAs, United Airlines**

"What it really comes down to is, how much can be taken away from the employees before they finally say, 'Fine, you take it, but I'm not working here anymore.' No one else will come to work for them, either. That's what corporate reorganization in America has become, 'How much less can I give you and still keep you here?'"

– **Professor Elizabeth Warren, Harvard Law School**

On 401(k)s:

"The 401(k) first emerged as an arcane sub-paragraph in the fine print of the tax code in 1978. Intended as a technical fix to protect a tax shelter for executives at

Kodak and Xerox, no one expected it would lead to a retirement revolution."

– **Hedrick Smith, PBS Correspondent**

"401(k) plans were originally introduced as supplemental plans. No one ever said, 'Oh, let's end these traditional pensions and replace them with 401(k) plans.'"

– **Professor Alicia Munnell, Boston College**

"The pitch to corporations was that the 401(k) would save them big money. The new 401(k)s would cost them less than half as much as the old lifetime pensions, which cost companies about 6 to 8 percent of payroll."

– **Hedrick Smith, PBS Correspondent**

"The biggest problem is low participation. Masses of ordinary workers are left without any 401(k) plans. But even those who get offered one typically do not put in enough money."

– **Hedrick Smith, PBS Correspondent**

2005 Flight Attendant Fatigue Study Receives Congressional Support

By Joan Wages
APFA Washington Representative

What we already knew has now been scientifically acknowledged – Surprise: FAs experience fatigue! The FAA has previously failed to recognize that FAs become exhausted. In the Transportation, Treasury and Independent Agencies Appropriations Bill for FY '05, Congress directed the FAA to report back on this topic. FAA representatives at the Civil Aerospace Medical Institute (CAMI) in conjunction with NASA Ames Research Center performed an evaluation of the FA fatigue issue. The report that was due back to Congress by June 1, 2005, has only recently been released.

You may recall that APFA hosted the 2005 FA Fatigue Summit, inviting all unions representing FAs to participate. Following this summit of FA union leaders, APFA hosted a Fatigue Lobby Day on the Hill in May '05.

Due to the short timeframe, CAMI was unable to conduct a full-scale study so it evaluated previous studies on flight crew fatigue. They also used current FA duty sequences and made a comparison of the actual

schedules with the current "Flight Attendant Duty Time Act." They also reviewed Aviation Safety Reporting System (ASRS) and the NTSB database.

Quotes from the general findings on Fatigue: *"There are two main causes of fatigue: sleep loss and desynchronization of circadian rhythms with schedule activity and sleep... These components interact dynamically to regulate change in alertness and performance. Sleep loss accumulates into sleep debt leading to increased sleepiness."*

"In general, FAs are the in-flight primary responders who must be vigilant to the possibility of security and other threats, perform CPR, fight a possible fire, and evacuate the aircraft in the event of an emergency landing or accident."

Possibly of greatest interest is the impact of fatigue on FA well-being. *"There are no known studies that deal with the specific effect of fatigue on FAs' quality of life... Research has demonstrated that with increased sleepiness, there is an*

increase in report of total mood disturbance... Testiness and breakdown of social interactions are commonly reported among the fatigued. More specifically, sleepy people often report an increase in confusion, tension, anger and depression as well as a decrease in vigor."

Following are more highlights from the report. See the full 77-page document at www.apfa.org for sources of these comments.

"Wakefulness prolonged by as little as three hours can produce decrements as serious as those found at the legal limits of alcohol consumption ... The consequences of losing even one to two hours of sleep in a single night may result in decrements in daytime function contributing to human error, accidents and catastrophic events..."

"Subjective levels of sleepiness may be masked by factors such as environmental stimulation, physical activity, or caffeine, thus making it difficult to estimate one's sleepiness or alertness level ... research has demonstrated that individuals cannot be relied upon to self-

detect neurobehavioral impairment due to fatigue..."

"In a number of studies the amount of walking that occurs during duty hours has been shown to be related to workload intensity and duration... The total average number of steps taken per FA during (international) flights of an approximate duration of 10.6 hours was 10,742.8 or 14.0 steps/min."

"... end-of-duty fatigue is proportional to the percentage of cabin occupancy... Each cabin-type served had an impact on cabin crew well-being and fatigue... FAs working in economy class had higher blood pressure levels and incidents of heart rates greater than 120 beats per minute compared with the FAs working the other two classes. FAs working in business class also showed heart rate increases greater than those working first class."

"... international FAs reported lower ratings of fatigue effects than domestic FAs. Job strain and fatigue was significantly higher among domestic FAs, who had higher job demands. It is interesting to note that in

this study, the international FAs reported less stress and sleepiness than domestic FAs despite reporting nearly twice as many average hours of commute times... Older FAs on domestic flights were found to have greater fatigue effects resulting from multiple flight legs than younger FAs..."

"It should be remembered that performance deterioration can result from circadian rhythm disturbances and not solely from sleep loss... It is apparent that performance decrements equivalent to consuming the legal limit of alcohol occur with circadian disruption in field operations – even without the loss of sleep."

"The degree of deterioration in sleep duration and quality and in performance efficiency is dependent upon the number of time zones crossed... performance deterioration may occur in response to only a one-hour time change."

"Fatigue effects have been found to be dependent on flight direction. Eastbound flights result in significantly more fatigue than westbound flights. Resynchronization is

50% faster following west-bound flights...”

“End-of-duty fatigue has been associated with failure to eat dinner and not eating high protein food... Reports of occasions when FAs arrive at the hotel too late or leave the hotel too early to eat are not uncommon...”

“This review has concentrated on those factors affecting fatigue that are most closely associated with the CRFs, i.e., duration and intensity of work, timing of work and rest, and time zone shifts... One must also consider the impact of aircraft facts such as the aircraft model and configuration, deck arrangements, humidity and air quality; airline factors such as work practices and general culture, as well as individual factors such as age, gender, general health, experience, and the highly variable personal/domestic situation including commuting requirements.”

Report Recommendations for further study:

- 1) A scientifically based, randomly selected survey of FAs as they work. Such a study would

assess the frequency with which fatigue is experienced, the situations in which it appears, and the consequences that follow.

- 2) A focused study of aviation incident reports in order to determine what role fatigue played in already reported safety incidents.
- 3) The need for research on the effects of fatigue. This research would explore the impact that rest schedules, circadian factors and sleep loss have on FAs' ability to perform their duties.
- 4) The determination and validation of fatigue models for assessing how fatigued a FA will become. Developing a reliable fatigue modeling system would be an important tool for the aviation industry in helping to determine when rest periods should be scheduled.
- 5) A study of International policies and practices to see how other countries address these issues.
- 6) Development of training material to reduce the

level of fatigue that may be experienced by flight crews and to avoid factors that may increase fatigue levels.

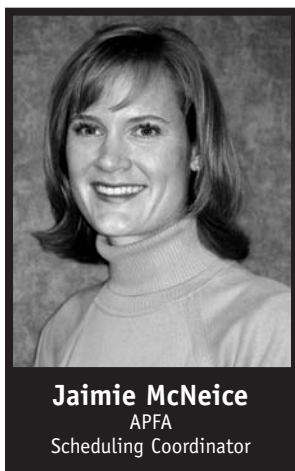
As soon as APFA Headquarters received a copy of this 2005 CAMI/NASA Fatigue Study, which was not made public by the FAA until July 2006, APFA went to work to secure additional Congressional funding to pursue the recommendations above. We are pleased to report the Transportation Appropriations bill that is making its way through Congress contains language authorizing \$500,000 for CAMI to carry out these recommendations for a second FA fatigue study. Quoting language from the bill, “The Committee continues to be concerned about the issue of FA fatigue and whether current regulations provide adequate rest time for Flight Attendants... The 2005 study was limited in nature; however, the report stated that FAs are experiencing fatigue and the issue warrants further evaluation.”

Special thanks to those members who submitted their trip sequences to APFA. With your help, we were able to provide

CAMI with specific examples of extremely fatiguing schedules. While the FAA continues to question that a problem exists, these examples demonstrated otherwise.

Only time will tell if the FAs of this country will ultimately be protected by federal fatigue limitations with, at the very least, the same standards as commercial pilots. This course won't be easy and it will take all FA unions standing together to have our voices heard and rest rules applied with equity and in the interest of all crew members and the public we serve.▲

“The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth.”
– Lyndon B. Johnson



Jaimie McNeice
APFA
Scheduling Coordinator

scheduling@apfa.org
817.540.0108, ext. 8261

The Scheduling Department has been working on a variety of issues in an effort to provide more flexibility during this stagnant period of little to no growth. Here are a few updates and reminders. Please refer to the new APFA Web site for the full text of each of these Letters.

Reserve Supplemental Flying When Considered Regularly Scheduled

There is a new procedure (although the procedure simply honors the existing contractual language) in place for Reserve FAs who are at or above 85 hours in the PROJ column, or above 80.01 and good for Reserve on the last day of the month to be considered *Regularly Scheduled* FAs. Although Article 10.D.4. and 5. outline a Reserve's ability to be considered *Regularly Scheduled*, the computer programming is unable to recognize this new status during the month. If you

RSF's, OE's, TT's, CoT's, RTT's, Series 2000, Rsv. Supp., M/Up, Option II...

Pick an Acronym – Any Acronym

meet the requirements and qualify to be released as *Regularly Scheduled*, you may request MU/Option II by using **HISEND**. To find the correct form, in HIDIR choose **FLIGHT ATTENDANT DIRECTORY *FAS ONLY***, then **HISEND AND H10**. Scroll through the **CREW SCHEDULE HISEND FORMS** to find the **REL RSV MU/OPT2** form numbers. You may also use the VP ballot for Voluntary Purser, add yourself to the Sick Make-Up (SM) list as you normally would for SM flying, or call and speak to Crew Schedule to request an OE trip. Please email scheduling@apfa.org if you have any questions.

2000 Series

APFA and AA have reviewed the results of the 2000-series test in an effort to determine whether the test should continue in future holiday months. APFA and AA have determined that the results were not favorable for either party, therefore, this test will not be continued in the future.

Reserve Trip Trade

During the July Reserve Trip Trade test, there were a total of 51 trades processed by Crew Schedule system wide. APFA certainly hopes to see this option continue and we are working with AA to evaluate the cost of automating it. Please see the accompanying box to the right for a breakdown of trip trades for Reserves by base.

“When we talk about equal pay for equal work, women in the workplace are beginning to catch up. If we keep going at this current rate, we will achieve full equality in about 475 years. I don't know about you, but I can't wait that long.”
– Lya Sorano

Co-Terminal Test

The co-terminal preference test is expanding throughout the system. Preferences for EWR, SJC, PBI, and DCA/BWI are now awarded during both day-before and day-of coverage based on GTD order for those requesting flights from a specific airport. Those FAs desiring co-terminal flying for day-of coverage must add themselves to the short-call reserve list. It could potentially increase the number of short-call assignments a Reserve receives, but the reality is that it is the only way for a Reserve FA to identify their co-terminal preference for day-of flying. APFA has an example of one SFO Reserve FA in particular who was assigned every single trip in a month out of her preferred airport.

Make-Up (MU) and Option II HISEND

HISEND may now be used to request both MU and Option II flying. You must still add your name to the MU/Option II list. HISEND requests must be specific in nature. Specific sequence numbers are ideal, but parameters such as “*Turn worth more than 8 hours with less than two-hour sit time and two legs*” are acceptable. Requests may include departure and/or arrival time ranges, number of days in sequence, layover city, amount

of flight time, maximum legs in a day, etc. If you wish to be called even if no trips fall within your parameters, include that in the HISEND. Otherwise, if no trip meets the parameters, no further contact will be made by Crew Schedule. If a trip is awarded prior to 1900 local base time, the trip is considered confirmed. It's good practice to check your H11 immediately after 19:00 to avoid any surprises.

FYI, there is a little-known SABRE entry in your personal mode that displays all trips for which you are legal: **N4DL/BASE/DATE** for Domestic, and **N4IL/BASE/DATE** for International.

Optional Exchange (OE) Seat Swap

Because of the OE Flexibility Test, OE's may now be traded. Any trip that is traded with an OE becomes an OE, except a position swap. A position swap will maintain the original coding of the trip. For example, if I am trading my Position 1 OE for my friend's Position 5 TT, we may position swap. I will become Position 5 and my trip will remain an OE. My friend will be Position 1 and her trip will remain a TT. The computer is programmed to process the trade correctly. Please contact the Scheduling Desk if you encounter any problems. ▲

July 2006 Reserve Trip Trade Results By Base

DOM		INT'L	
BOS	7	BOS-I	1
DCA	6	DCA-I	1
DFW	0	IDF	2
LAX	0	LAX-I	3
LGA	9	JFK	8
MIA	4	IMA	5
ORD	1	IOR	1
SFO	0	SFO-I	0
STL	3	RDU	0
30		21	



safety@apfa.org
817.540.0108, ext. 8302

A newly-revamped Crew Member Self-Defense Training (CMSDT) program was pre-viewed in April of this year and is now available to FAs and pilots. The program has been placed under the direction of the Federal Air Marshal (FAM) division of the Department of Homeland Security as opposed to its former home under the Transportation Security Administration (TSA).

You may recall that shortly after 9/11, FAs and their unions insisted on self-defense training. Clearly, there was a definite need for these skills given the events that unfolded on 9/11 in our work environment. As FAs, we can no longer take a "passive" role with terrorists that we were previously trained to assume. Today, we are dealing with a different type of terrorist. We have to fight back using any and every

New and Improved Crew Member Self-Defense Training

means possible to protect ourselves, our fellow crew members and our passengers.

The demands for self-defense training have been heard loud and clear by the Government and they agreed to provide this training to flight crew members. Many of us expressed the desire to make this training mandatory and paid. Sadly, due to the successful lobbying efforts by some on Capital Hill, unpaid voluntary self-defense training was implemented. This meant the airlines bore no financial responsibility to provide this training or a means by which to accomplish it for flight crew members.

The former program was developed by the TSA. It was three days long with 24 hours of class instruction in total. It proved to be nearly impossible for the TSA to adjust the program to FAs' scheduling needs. The program was offered at a limited amount of cities and lacked availability. Thus enrollment and participation by crew members in the former program was extremely low. Each of us understands how difficult it is to hold a schedule with three days off in a row. Those three days off are no longer considered a luxury but are now the much-needed rest that none of us can afford to give up – especially when we are already working extra hours to make ends meet.

Since taking over the program, the FAMS have completely redesigned the program. They understand that in order for the training to be a success, the airlines and unions must have participation and "buy in" to the concept. FAMS recently gathered airline and union leaders to explore why so few crew members have been participating in the voluntary training. Once the input was gathered, the old program was dropped and a new one was completely redeveloped. The class is now formatted in a way similar to our own Recurrent Training. Materials are sent to the homes of each of the participants prior to training. The home study packet should be completed and the DVD viewed prior to attending the classroom portion. The new class is a single day of instruction focusing on "hands-on" skills training. Under the new program, FAs can re-take the class as many times as they want, thus improving their skill level and competency.

This first preview class was taught at the Federal Air Marshal training facility in Atlantic City. Nearly 30 participants from several airlines and unions completed the new program. APFA Safety and Security Representative Tim Lessa joined me in representing the American Airlines FAs. The class includes several hours *on the mat* executing intense, well-

planned self-defense maneuvers and application skills. We were instructed in such a way that we all felt confident and that confidence only increased with each new skill we learned. The FAMS ensured that each participant learned each skill before progressing to the next. Once we entered the cabin trainers we began to see how the skills would be adapted and adjusted to that environment. We were shown how to use cabin fixtures and other items within the A/C to our advantage. Needless to say the class is physically and mentally demanding but easily completed by anyone regardless of age, gender or body type. At the conclusion of the day, the FAMS gathered all participants and asked them to offer any suggestions to improve the program as well as concise feedback on the merits of the new program.

The classes will be taught as before by law enforcement instructors through local Community Colleges. The commitment to continue the training course will be based solely on demand. If crew members

register and attend the classes they will continue. If the demand is insufficient to justify the funding, unfortunately the classes may be cancelled. Current class dates are available on the APFA Safety & Security Web site at apfa.org. Posters are also displayed in Base Operations throughout the system.

At the conclusion of the training course, I left with a new level of confidence and a skill that I will, hopefully, never have to use. I am now more confident in my ability to respond, take the offense, and maybe even survive if the unthinkable were to happen. We again must remember that we demanded this type of training in the aftermath of 9/11. I cannot begin to convey the importance of this class and how applicable it is not only to our work environment, but to protecting ourselves while on a layover or in our free time. The new training program is outstanding. There really is no excuse not to get trained in self-defense. The decision could ultimately save your life. ▲

"Solidarity is not a matter of sentiment but a fact, cold and impassive as the granite foundations of a skyscraper. If the basic elements, identity of interest, clarity of vision, honesty of intent, and oneness of purpose, or any of these is lacking, all sentimental pleas for solidarity, and all other efforts to achieve it will be barren of results." – Eugene V. Debs



“I believe you should tell the story of injustices, of inequalities, of bad conditions, so that the people as a whole in this country really face the problems that people who are pushed to the point of striking know all about, but others know practically nothing about.”

– Eleanor Roosevelt

Accidents and Incidents

6/06, NRT/JFK, 777

Male pax intoxicated on flight. Pax hit wife and pushed FA. Captain declared a level one security threat. Another pax caught smoking in B/C lav. Police met flight on arrival.

6/06, LAX/ORD, S80

A/C experienced nose gear mechanical prior to landing and cockpit performed a fly-by for ATC Tower to confirm. Tower verified gear not deployed. Cabin prepared for emergency landing. FAs completed emergency checklist. A/C landed smoothly on main gear. Crash, Fire and Rescue (CFR) was available in event of fire or injury. Pax deplaned via ramp stands. Minor damage to A/C nose gear. Cockpit and Cabin Crew did excellent job of keeping A/C and pax safe.

6/06, LGA/ORD, S80

Male pax late for flight and

prohibited from boarding. Pax requested checked luggage be removed from A/C. Agents denied request and pax advised there was a bomb in the bag. Police arrested pax. All pax removed and asked to ID individual bags. Bomb-sniffing dogs deployed to search all bags and A/C. No evidence of explosive devices found - A/C departed following extensive delay.

6/06, TUL/ORD/TUL, S80

Flight encountered pressurization problem shortly after take off. Malfunction with outflow valve caused rapid decompression. O2 masks were deployed and FAs used O2 W/As to check on pax. No injuries reported and flight landed without further incident.

6/06, PHL/SJU, 757

During boarding, female pax had seizure and paramedics

treated and removed pax from A/C. Once in-flight, a 50-year old male pax displayed strange behavior and became violent. Pax was restrained. Police met flight on arrival and arrested pax. During deplaning, another female pax became ill and paramedics treated her. FAs transported to police station to provide reports on misconduct event.

5/06, BNA/DFW, S80

After landing in DFW, A/C filled with dense acrid smoke. Evacuation ensued using all doors and tail cone exit. Minor injuries reported.

5/06, AUS/LAX, S80

Upon descent, 79-yr old male pax approached cockpit and attempted to open A/C door. Pax restrained by two F/C pax. Authorities met flight and pax was transported to hospital for mental evaluation.



Dané Townsend
APFA Hotel Coordinator

hotel@apfa.org
817-540-0108, ext. 8306

Lately, the APFA Hotel Department has been getting a lot of questions on two subjects in particular. The first is "Why do we get relocated on a temporary basis from our regular layover hotel?" The second is "Why aren't our contracts with desirable hotels being renewed when other airlines' contracts are?"

I'll start with the easy question first. "Why do we get relocated on a temporary basis from our regular layover hotel?" Generally, this is the result of a hotel being over-sold. You've heard the old saying "possession is 9/10ths of the law." Well if a hotel has a group or convention booked and they decide that they would like to extend their stay, the hotel cannot simply toss them out. Instead, the hotel must juggle any future arriving guests. The most common way to do this is to contact another property and ask them to take the prospective arrivals. Other times, we are relocated due to issues such as the unavailability of no water, heat or air conditioning.

Oh Miss, Could You Answer A Question Please?

At this point you're probably thinking *well that's all fine and great but couldn't you give me a little more notice of the change than at sign-in time for my trip?* Unfortunately, nine times out of ten these changes happen at the last minute – thus the late notification.

On occasion, a layover hotel notifies us that they will be doing an extended relocation. This could be due to construction noise, for example. In these cases advance notice is given and the information is distributed to each base and posted on the APFA Hotel Department's Web page at www.apfa.org.

The second and more complex question of why our contract with a desirable hotel may not be renewed when other airlines' contracts are involves a more detailed explanation. I'll try not to put you to sleep.

Due to AA's current "budgetary constraints" any time a contract is up for renewal, it is AA's procedures that the contract for that city must be put up for bid. If a reasonably acceptable hotel returns a lower bid than the current property, a review must be done. If, once the review is completed an alternate hotel is found to be acceptable, AA can choose to move crews provided the current hotel does not meet the lower bid.

During the bid process, hotel bids are submitted to all hotels in the area; however, only a limited number of hotels choose to return a

bid. Sometimes this is due to the fact that they do not want or already have enough crew business. Other times this is because our bankrupt competitors are more desirable than we are, thus their contracts are renewed. That may sound ridiculous, but let me explain. Hotel chains have been burned by airlines prior to their seeking bankruptcy protection because they were not paying their bills. Often in bankruptcy, the judge doesn't force the airline to change crew hotels enabling the hotel to secure rooms at a "market-reasonable rate." The hotel receives a court guaranteed on-time check and everyone's happy.

When a hotel considers business from AA, they see an airline that isn't completely clear of potential bankruptcy clouds that wants to pay the bare minimum for crew rooms. As a business owner, which would you prefer – the risk or the sure thing?

I would like to thank the APFA Hotel Committee for their dedication in securing safe hotels system wide: Nancy Archer (IDF), Jamie Bunn (MIA), Tony Caba (JFK), Chas Cipriano (JFK), Donna Harris (IDF), Joel Medford (DFW), Michael Meyer (IOR), Denise Pointer (DFW), Sally Prater (DFW), Libba (Reese) Sanders (SLT) and Jessica Washington (JFK). If you fly with any of these FAs please feel free to ask questions and take the time to thank them for the time and energy they put into the Hotel Committee. ▲

Hotel News and Reviews

DOMESTIC

Atlanta - Long Upgraded to the Marriott Marquis from the Sheraton.

Boston - Short Moved to the Sheraton Four Points. Necessitated by end of contract and numerous crew complaints.

Baltimore - Short Moved to the Sheraton Four Points. Review necessitated due to end of contract.

Denver - Short Moved to Marriott Gateway Park. Review necessitated due to end of contract.

Dallas/Ft. Worth - Long Moved to the Crowne Plaza near the Galleria. Necessitated by crew rest disruption/FA complaints at The Stoneleigh.

Newark - Short Move to the Doubletree. This was necessitated by crew member complaints.

Minneapolis/St. Paul Remain at the Hilton Hotel. This hotel had been used as a long term relocation hotel and is now contracted permanently.

Oklahoma City - Long Remain at the Embassy Suites.

Chicago - Long Additional long layover hotel needed as the room cap was lowered at The Homewood Suites. The new additional long layover hotel is the Hotel Indigo.

Philly - Short Renewed contract at the Renaissance Hotel.

Tampa - Short Moving to the Marriott Hotel at the airport effective October 30th. This move was made due to crew complaints.

INTERNATIONAL

Manchester, England ORD crews relocated to the Arora already used by BOS-I and IMA crews. Review was necessitated due to end of contract at the Renaissance Hotel.

Providenciales, Turks and Caicos Moving to the Sands Hotel at Grace Bay. Review was necessitated due to end of contract.

Santa Domingo - Long Remain at the Embassy Suites.

Santa Cruz, Bolivia Remain at Los Tajovis Hotel. Review necessitated by end of contract.

"All that serves labor serves the nation. All that harms is treason. If a man tells you he trusts America, yet fears labor, he is a fool. There is no America without labor, and to fleece the one is to rob the other."

– Abraham Lincoln



Patty French

APFA Health Coordinator

health@apfa.org
817.540.0108, ext. 8290

It does not take long for anyone working in the APFA Health Department to recognize the panicked voice of a FA being denied AA medical clearance pending more information from his or her personal physician. The thought of not being able to return to work sounds the alarm bells and often generates multiple calls to APFA in an effort to obtain that seemingly elusive green light. The path back to work is held in the hands of the often misunderstood and frustrating American Airlines Medical Department and its elusive doctors.

When a FA is being denied clearance by Medical (now called AA Medical Occupational Health Services or OHS), the APFA Health Department receives a call from the FA,

The Process of Clearing AA Medical

which usually contains the following questions: So why is AA OHS so hard to deal with? Why didn't they just speak English and tell me what they needed from my doctor the first time around? Why do they need more or ANY information when my doctor says I am ready to return to work?

In the FA's eyes, s/he feels perfectly fine to perform their job. And if her/his own doctor thinks that they can return to work, why should an AA doctor stand in the way?

The answers to these questions can only make sense when they are raised in the context of what we do for a living. The bottom line is: we are safety sensitive employees. This means we are held to a higher standard for nearly everything we do at work. OHS is always weighing our fitness for duty against the **FA Essential Job Function** (document available on the APFA Web site's Health Department page). In other words, are we healthy enough to do what we need to at work? If we review our essential job function as defined by AA, it becomes clear that we must have the ability to evacuate an airplane or handle any type of emergency that may arise. This is why we are often asked to clear OHS when we have what AA deems a "serious medical condition."

OHS defines a serious health condition as an illness, injury, impairment or physical or mental condition that may cause sudden incapacitation, impairment and/or loss of consciousness. This includes symptoms of an illness that interrupt job performance as well as medications that can impair or alter cognitive function.

We must clear OHS when we:

- have an absence whose length meets the FA Attendance Control Policy requirement for medical clearance.
- experience an IOD that is not managed by an AA Occupational Health Services Nurse Case Manager.
- return from a FMLA Leave or SKLOA.
- have been admitted to a hospital (including outpatient surgery and ER visit).
- have a medical history that demands personal medical clearance as determined by the AA OHS Base physician.
- are prescribed medication for continuous usage.

Take the above list, add some miscommunication, a lost fax or two, too little time to process the required information and it is easy to see how clearing AA OHS can be tedious and nerve racking.

The process of clearing OHS begins with information from the FA's personal physician. AA OHS's standard request is for the FA's diagnosis (including any test results that support the diagnosis), dates of treatment, prescription medications, prognosis and the return-to-work date with or without restrictions. If there has been a hospitalization, the discharge summary will be requested. OHS may then ask for additional information to determine whether a FA can be cleared for work. This may include one or more of the following:

- Progress notes regarding the condition and treatment.
- **A Functional Capacity Exam (FCE)**, which measures physical ability and is designed to mimic what we do on the job with respect to our essential job function.
- A MicroCog test, which is a computer-driven screening test that measures cognitive functioning. It is generally used when a prescription medication that the FA is on may impair cognitive function. The test takes about an hour and is submitted to an outside Psychologist who is qualified to score and interpret

the test with respect to the essential job function.

- An evaluation from the AA Abilities clinic, which is an evaluation from a consulting doctor who decides the appropriate exams to be administered and evaluates the FA's ability to perform their essential job function based on those exams.

If a FA's condition is complicated or if AA OHS feels the case requires additional evaluation, the doctor may review the case at the OHS Review Board (MRB) which meets every Thursday. The MRB is comprised of the entire team of AA doctors and provides a venue for each of the doctors to weigh in on any given case presented.

Again, OHS is always balancing the FA Essential Job Function against the FA's medical condition, medications prescribed and overall fitness for duty. As you can see, the process of clearing OHS isn't always as simple as the FA's physician writing his or her approval to return to work.

OHS suggests that a FA begin the medical clearance process at least 3-4 days prior to the planned return-to-work date. If the FA has been out for more than a few weeks or if their

medical condition is complicated, it is best to begin the process much sooner as additional documentation may be requested by OHS.

The APFA Health Department is often asked by FAs about medications that cannot be taken while on duty. The FAA does not publish a list of disqualifying or approved medications for pilots or FAs. For pilots, the FAA gives advice on different classes of medications and new medications that then should be reviewed one-on-one with the pilots physician. This process does not apply to FAs. Basically, it is OHS who decides whether a FA can fly on any given medication or not. To make that determination, the AA doctor will want to know the name of the medication, dosage, length of time the FA has been on the medication, the diagnosis, whether the medication is doing what it is intended to do and if there are any negative side effects. If the medication is one that may interfere with cognitive function, OHS may require the FA to take and pass the MicroCog test before being cleared to fly on the medication.

On occasion, a FA who has submitted a Family Leave Form is surprised when they are called by OHS and asked to supply additional medical documentation. Again, if they are on a medication that interferes with cognitive function they may be asked to take and pass the MicroCog test before they are

allowed to fly. Remember, any information that we give OHS will be scrutinized as it relates to our fitness for duty and the FA Essential Job Function.

In addition to the clearance process, the OHS doctors have the role of OHS Review Officer or MRO. When a FA tests positive for a drug, it is an OHS doctor in the role of MRO who will make the initial call to the FA to determine if there is a medically-approved explanation as to why the FA tested positive for a given drug. If verification of a medication is needed, the MRO will remove the FA from service pending verification of documentation. If there is no medically approved reason for the positive test, the MRO will remove the FA from duty and deem him or her no longer fit for duty. The MRO then contacts Employee Relations, who in turn contacts Flight Service regarding the positive test so that they can follow up with the FA in accordance with the AA Drug and Alcohol Policy. Positive drug and alcohol tests do not fall under the *Health Insurance Portability and Accountability Act of 1996* (HIPAA) when it comes to informing Employee Relations, Flight Service and the DOT about the positive test. The following drugs are tested

under the DOT random drug test:

Marijuana
Cocaine
PCP
Opiates
Amphetamines

A Probable Cause drug test can occur when two members of AA management witness behaviors that raise suspicion that a FA is under the influence of a substance at work. The FA is required to submit to a Probable Cause drug test, which will check for the following drugs:

Marijuana
Cocaine
PCP
Opiates
Amphetamines
Methadone
Methaqualone
Barbiturates
Benzodiazepines
Hydromorphone
Oxymorphone
Meperidine
Propoxyphone
Pentazocine
MDMA
MDEA

More information about AA Drug and Alcohol Policy can be found on Jetnet under Policies and Procedures, AA Drug and Alcohol Policy.

“Every advance in this half-century-Social Security, civil rights, Medicare, aid to education, one after another-came with the support and leadership of American Labor.” – Jimmy Carter

While we know that our job falls under the category of “safety sensitive,” we don’t often think about how that role requires us to rise to a higher standard of health. The APFA Health Department works diligently with OHS in an effort to cut through the miscommunication and paperwork in order to help the FA return to work as quickly as possible. The majority of FAs clear OHS without incident.

The key to returning to work in a timely manner is to take a proactive stance. The following suggestions should help:

- Call OHS early to find out what information will be required.
- Contact the Jetnet Chat line with Dial-A-Nurse.
- Take a copy of the **Essential Job Function** to your doctor for review.
- Carefully review what your doctor has written and keep a copy of the information.
- Fax the information to OHS early and follow up to ensure the information was received.
- Maintain a log of all correspondence with OHS so that you know with whom you spoke, when and what was said.
- If you run into problems clearing OHS, call the APFA Health Department at 817.540.0108, ext. 8301.

The AA OHS Department has stated that their role is to help the FA return to work and keep the airline and its passengers safe. At times, this role can be a difficult balancing act, particularly when an individual’s interests conflict with the interests of safety. When your doctor submits information to OHS, your ability to work is dependent upon what that doctor writes. This is why it is important that s/he understand the **Essential Job Function** and the role FAs play in the safety of our flights. With accurate knowledge of our responsibilities on the airplane and the role AA OHS plays in reviewing medical conditions, your personal doctor can then act in concert with OHS to assist in your return to work in an expeditious manner.

To help make OHS more efficient, APFA, TWU, APA and OHS are currently in the process of meeting to make improvements to the medical clearance process. Our goal is to complete this process by Fall ‘06.

I hope this article provides a better understanding of the role OHS plays in our ability to return to work. I also hope that it underlines and illuminates our role as safety sensitive employees and how that fact can further complicate our ability to return to work when we experience ill health. ▲

ALERT!

Important Information Regarding Upcoming Health Benefits Enrollment for 2007

by Patty French

This month you will be asked to make selections for the 2007 calendar year health benefits under the open enrollment period (Oct. 1, 2006 - Oct. 31, 2006). Due to several disputes with American Airlines regarding health benefit changes (see the President's article for a list of Presidential Grievances filed in 2006), the APFA advises you to be especially careful in the selection of Plans during this enrollment cycle, as the total cost based on your selection may result in added costs that will be borne by you.

As a result of the 2003 Restructuring Participation Agreement (RPA) and negotiations under Attachment K, the Standard PPO Plan was incorporated into the Contract. This incorporation locked PPO benefits from reduction during the life of the agreement. The Point of Service (POS) Plan, however, is not contractualized for any work group on the property. The Company maintains it has a

unilateral right to reduce or alter benefits within this Plan by notice to POS Plan members.

APFA has been noticed of several changes in the Point of Service (POS) Plan for the year 2007 which may impact your overall out-of-pocket costs minimally or significantly depending upon how you use the Plan. Therefore, before electing the Point of Service (POS) Plan, extra caution should be taken to review the changes.

Please understand once the individual makes an enrollment selection, no alteration is possible once the enrollment period ends unless there is an occurrence of a life-changing event.

Please refer to the APFA Hotline, apfa.org's Health Department Web page and other union communication channels for possible new information regarding these disputes prior to making your election.

front: FA fatigue. Please read Joan Wages' article (page 18) outlining the successes in seeking the first ever U.S. scientific study to review the current federal guidelines concerning FA fatigue. APFA believes the current federal guidelines are inadequate and must be updated. When the 2005 FAA/NASA FA Fatigue Study became public in July 2006, APFA immediately began to lobby for additional federal funding to act on the study's six recommendations; thus requiring a second fatigue study. The funding for this next step is now contained in the language of the Transportation Appropriations Bill for 2007 currently making its way through Congress. This tedious work must be done by FA advocates to prove that FAs should be treated no differently than commercial pilots regarding required rest. Please stay informed and engaged in this important process.

MORE GOOD

I wish to thank the thousands of APFA members who actively lobbied your Senators and Representatives concerning the Pension Protection Act of 2006 that was finally signed into law by President Bush on August 17, 2006. Whether you sent an email, wrote a letter or flew to Washington, D.C., to

meet with your elected representatives personally, this was a huge effort by many individuals and organizations. I particularly wish to thank APFA advocates Jill Frank (JFK), Patrick Hancock (IDF), Joan Wages (APFA Government Affairs), Lori Bassani (JFK; APFA Public Affairs), Leslie Mayo (LAX-I; National Communications Coordinator), Rick Musica (IMA; Legislative Rep), and Denise Pointer (DFW; InfoRep Steering Committee) for their tireless work toward this goal of pension reform allowing the AA pension plans the time needed to return to a fully-funded status. Please see Patrick's wrap up of this effort on page 15 and visit the new APFA Web site for more details about this effort that could not have become a reality without your involvement.

To elaborate on the subject of union advocates working together, in August the APFA leadership hosted a panel discussion with other airline unions sharing our different experiences since 2001 when the industry was thrown into turmoil. At APFA's invitation, union leaders and activists from AA, Continental, Comair, Northwest, Southwest and United came together during our annual Board of Directors training to learn from one

another as we continue to keep the labor lines of communication open. We have some experiences in common and some that are quite different. APFA is the only independent FA Union in the nation and we told the other leaders that this is exactly where we intend to remain - a strong independent union voice representing the American Airlines FAs holding the reins of our own destiny together. We will not hesitate to work with the other unions, all the while maintaining our own independence.

THE DOWN RIGHT UGLY

We listened to union leaders speak firsthand about their experiences at other major airlines both in and out of bankruptcy. They shared their challenges and conflicts in bankruptcy where a single judge had the power to erase decades of collective bargaining gains at the drop of a gavel. Listening to how these unions have failed financially within employer bankruptcies reinforces the fact that we must continue to protect our treasury. APFA base and national leaders learned firsthand the labor story of these other airlines. I am proud of APFA for bringing this labor group together for the first time since 2001.

Management corporate teams certainly stay connected. There is no doubt that airline executives and their advisors are sharing information and making decisions that will impact the lives of labor. The various aviation unions must also stay connected; learning from each other's mistakes and successes and devising our own strategic plans. The three unions on AA's property are in regular contact with each other, developing specific organized labor strategy as our industry moves forward.

STAY INFORMED

In the center section of this *Skyword* you will find a 2006 industry FA Contract Comparison guide to tear out and add to your On-Duty Contract Guide published in the 3rd Quarter '04 *Skyword*. APFA Contract Coordinator Brent Peterson spent countless hours compiling this information for our members and I would like to publicly thank him for his efforts. It clearly shows what

bankruptcy has done to FA contracts nationwide. There seems to be a race to the bottom with the carriers that are or were in the bankruptcy process. Standing at the top of the wage comparisons are Southwest Airlines with AA and Continental next. AA and CO FAs must remain firm and solid in our determination to hold the line. The FA contracts for SW and AA are amendable in 2008. We remain committed and prepared for this next round of collective bargaining, however, until then, **OUR CONTRACT IS CLOSED!**

How I wish we had a management that would proudly declare: "AA FAs currently make seven dollars+ more per hour than UAL FAs and we are proud of this fact!" Compensation should reward hard work and long days for all AA employees. The success of AA depends on each employee's cooperation. Every one of us has been a part

"My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: "We must be together; our masters are joined together and we must do the same thing." – Mother Jones

of the reduction of costs and improved revenue without the bankruptcy process. Currently, the three AA unions are struggling with how to best impact performance-based incentive compensation for all AA employees. This concept of employees being rewarded prior to full and sustained profitability is a huge challenge. We stand firm in the fact and make every effort to convince AA management that it is necessary to move forward without the huge divide between labor and management created by the extreme difference in compensation methods when comparing the incentives for one group (management) at the exclusion of another (labor).

The reality of where AA is today does not automatically translate to where labor & management will be tomorrow. There is no doubt the labor/management relations on AA's property is *schizophrenic* in nature: adversarial regarding certain issues and collaborative on others. Southwest Airlines seems to be the only respectable story of any length – the one long-term profitable company in the airline industry who shares the wealth with its labor. AA is still struggling with this concept.

We must reach toward profit with honor. Without strong, respected voices on this property from both labor and management, I am convinced that the path our airline takes will be no different than the other horrible stories we heard about during our recent discussions with the other FA unions. APFA can make a difference, but not without your involvement.

BASE VISITS

On that note, next month and moving into early 2007, I plan to once again visit all ten base cities in the hopes of meeting as many of you as possible. In order to be more accessible to you, the visits will take place in different corners of base city operations areas seeking your advice and counsel. My schedule – and I will be accompanied by other APFA officers and representatives – will be posted on the new APFA Web site at www.apfa.org.

I hope to talk with many of you personally. I learn more from these visits than you will ever know. Please stay informed and committed to our task at hand in 2008 – protecting and improving our contract!

With support and in solidarity,



Presidential Grievances Filed in 2006

For a copy of the grievance language submitted by APFA on behalf of all members go to www.apfa.org - National Officers - Vice President.

Management Bonuses	Jan '06
Non-Inclusion of Retirees in Standard RPA Medical Benefit Plan	July '06
Unilateral Reduction in Level of FA Retiree Benefits	July '06
Failure to Notice Unilateral Changes to POS	July '06
Short Term IOD/Pay Continuance	July '06
Seniority Accrual on Overage Leave	July '06

Just A Few Things Your Union Team

...aside from the everyday calls, emails and union advocacy work for APFA members, including the many day-to-day duties for which your elected and appointed APFA Representatives are directly responsible according to the APFA Constitution and Policy Manual.

APFA President Tommie Hutto-Blake, with the assistance of Vice President Brett Durkin, Secretary Greg Hildreth and Treasurer Cathy Lukensmeyer and the support of APFA's membership and leadership, promoted the following issues on behalf of all 22,000 members:

- APFA lobbied Congress for Pension Reform and led the fight to include in the final bill specific airline language that will allow AA more time to fully fund our pensions.
- APFA lobbied Congress for FA Fatigue (studies one and two) including \$700,000 for continued studies on this issue.
- APFA filed a consolidated Presidential Grievance with TWU and APA against management's Executive Compensation in January resulting in AMR altering its plan in conformance with the 2003 AIP (Annual Incentive Plan) formula.
- APFA continued to meet each month with APA and TWU in order to share labor strategy.
- APFA has retained a labor seat at the business table with AA senior management.
- APFA hosted a FA union leader discussion with AFA, IAM, IBT and TWU to share information about our very different paths.
- APFA has succeeded in keeping its Contract **CLOSED!**

APFA Secretary Greg Hildreth organized the constitutionally-mandated Annual Board Training in Irving, Texas this year as well as the APFA Board of Director's National Convention at our Los Angeles layover hotel in March 2006. Greg also facilitated the sharing and donation of some of our archives to their permanent home at the UTA (University of Texas at Arlington). Greg has **secured the pro-bono services of Dr. Bettye Myers** of Texas Women's University for more efficient Board of Directors Meetings.

APFA Vice President Brett Durkin Under Brett's direction, the Division Representatives **have returned 52 FAs to work** this year either through settlements or arbitration. The second Family Leave Arbitration has concluded and Arbitrator Brown has submitted her award. This award includes language that is beneficial to all Flight Attendants. Details will be forwarded to the membership shortly.

APFA Treasurer Cathy Lukensmeyer collected back dues from FAs in arrears of more than \$250,000 this year, adjusted the contributions APFA had previously invested in the Negotiations and Negotiations-Related Fund (NNRF) in order to restore it to its intended amount as mandated by the Board of Directors (see page 9), reallocated our savings portfolio with JP Morgan for an increased rate of return (recently doubled) on our dues money, and is **on track as the first treasurer since 1998 to see this organization operate under a balanced budget.**

The APFA Contract Department, under the direction of Brent Peterson, facilitated more flexibility for International Mutual Transfers involving Purser-qualified and A300/767 FAs as well as minimized the number of times we experience inoperative 777 Crew Bunks. The Contract Department also worked with the Company to improve procedures for notice and deadlines for continued benefits while on a Leave of Absence. Brent also collected all of the data for the Contract Comparison Guide included in the center of this *Skyword*.

Has Done For You in 2006

The APFA Scheduling Department, under the direction of Jaimie McNeice, generated enhancements to Reserves by expanding Co-Terminal Reserve Preferences and encouraged the Company to expand the Average Daily Utilization of Reserves (ADUR) buffer to allow more preferences to be honored. Jaimie has increased flexibility for Pursers system wide with the Purser Flexibility Test.

The APFA Hotel Department, under the direction of Dane Townsend, succeeded in retaining and/or securing downtown layovers in, among other cities, New York, Rome and Chicago. There are layover tips available online at apfa.org for each city in which we layover. Also on the Web site, the Hotel Department publishes the monthly hotel allocation changes for bidding.

The APFA Safety and Security Department, under the direction of Lonny Glover, developed the Cabin Aviation Safety Action Program (ASAP) for APFA, and is also in the process of investigating rubber gloves for FA Cabin Cleaning on all aircraft. Lonny also convinced AMR management to include FAR 91.11 (Interfering with Crew Members' duties) and the info on keeping pets in kennels while traveling in the cabin in the American Way Magazine. Bi-fold doors are being installed on MD-80's allowing FAs to remain seated on the aft jumpseat.

The APFA Health Department, under the direction of Patty French, developed and distributed guidelines for Professional Standards and EAP Reps and spoke to the APFA leadership during a three-day conference on addictions, relapse, enabling, mental health, EAP and Professional standards. The Health Department went mobile this year and visited several bases to train local union and EAP reps on how best to assist FAs. They also updated and trained Reps and FAs on IOD changes at American, helped AA make the FML form more FA user-friendly, and are currently working on improving the medical clearance process – hopefully by the time this issue is printed.

The APFA Retirement Department, formerly under the direction of Jill Frank and now under the direction of Jena Hopkins, worked diligently on the Pension Reform Act that President Bush recently signed into law as well as traveled throughout the system visiting each of the 10 bases to hold seminars for Flight Attendants interested in retiring. This Department also updated the Retirement Made Easy Booklet first printed in '02 and is close to finalizing version three. They also succeeded in convincing AA that upon retirement, FA pensions will be calculated to include the last two months for purposes of "true-ups" to create the final average salary calculations.

The APFA Communications Department, under the direction of Leslie Mayo, recently published a brand new version of apfa.org with easier navigability, enhanced features and 2006 Web security-compliance. This new Web site has been a year in the making and will continue to be improved upon each week. The site was brought in-house for cost savings and more efficient management. Also, *Skyword* will be redesigned for cost savings in the form of a smaller, more concise publication.

American Airline Personnel

25%

Monthly Discount

www.sprintbof.com/wireless

Limited Time Offers

Sprint Sanyo 3100
VGA Camera Phone
\$49^{99*}



After \$150 instant rebate & mail in rebates

- VGA digital zoom
- Voice recorder
- Speaker phone
- Voice activation
- Various colors available
- SMS text messaging
- Phone modem capable

Limited time offer

KATANA by Sanyo
VGA Camera Phone
Ultra Slim Blade Phone

\$79^{99*}

SRP \$279.99

After \$150 instant & \$50 mail in rebate



- Bluetooth capable
- SMS text messaging
- Voice memo recorder 500 contacts
- Speaker phone Voice recognition
- Black, Blue Sapphire, Pink

Fair & Flexible Family Plans
These plans include 2 phones

Add up to 3 additional lines for \$7.50 each per month

\$44⁹⁹ after discount - **550** anytime

\$52⁴⁹ after discount - **800** anytime

\$67⁴⁹ after discount - **1500** anytime

Nights now start at 7PM

Unlimited Nights & Weekends at 7pm*

Unlimited phone to phone calling *

Nationwide Roaming & Nationwide Long Distance

Individual plans

start at **\$22⁴⁹** after discount - **200** anytime

Nights start at 7PM

While supply lasts

Samsung A 560

FREE*

After \$150 instant rebate

- Color Display
- Speaker Phone
- Recorder
- Text Messaging



Bonus Offer

• Receive a \$50 accessory pack with each new activation

This offer is not available in Sprint Retail Stores*

Your Authorized Sprint Representative

Beverly Kerby Special Accounts

Toll Free **888-357-7727**

Office **866-321-3307**

(If unavailable please leave message)

Sprint



Preferred Retailer

*All offers are subject to the area in which the phone number is activated and the available promotions in that region. Some conditions and restrictions apply. Rate plans, promotions and phone prices are subject to change without notice. Subject to credit approval. \$150 Early Termination fee applies. Only Sprint billed customers are eligible for the discount. Night & Weekend hours are Mon - Thur 9 p.m. - 7 a.m. and Fri 9 p.m. - Mon 7 a.m. May not be combinable with other offers. *A new activation, a two-year Advantage Agreement & a \$36 non-refundable activation fee is required. Sprint PCS service may not be available to all employees due to market coverage. When calling from Expanded calling area while off the Sprint network, PCS Vision, PCS to PCS calling are not available & some calling features may not work. Ask your PCS Representative for full details. **Wireless Gallery is an authorized Sprint PCS Business Dealer. Rate plans reflect discount.

SKYword

advertising

visit: www.apfa.org

for the

Skyword Ad Kit

and

Insertion Agreement

call 817.540.0108 ext. 8308

for more information

We Will Never Forget ...

Flight 11 (BOS) September 11, 2001

Barbara "Bobbi" Arestegui
Jeffrey Collman
Sara Low
Karin Ann Martin
Kathy Nicosia
Betty Ong
Jean Roger
Diane Bullis Snyder
Madeline Amy Sweeney
Captain John Ogonowski
First Officer Thomas McGuinness, Jr.

Flight 77 (DCA) September 11, 2001

Michele Heidenberger
Jennifer Lewis
Ken Lewis
Renee May
Captain Charles "Chic" Burlingame
First Officer David Charlebois

Flight 191 (SAN, LAX) May 25, 1979

Capt. Walter Lux	Carmen Fowler
F.O. James R. Dillard	Katherine Hiebert
F.E. Alfred Udovich	Carol Ohm
F.O. Robert Aeschbacher	Linda Prince
Linda Bundens	Michael Schassburger
Pauline (Pat) Burns	Nancy Sullivan
James DeHart	Sally Jo Titterington

TWA Flight 800 (JFK) July 17, 1996

Jacques Charbonnier	Melinda Torche	Eli Luevano
Constance Charbonnier	Jill Ziemkiewicz	Pamela McPherson
Dan Callas	Aikens-Bellamy	Olivia Simmons
Janet Christopher	Rosie Braman	Lani Warren
Deb DiLuccio	Warren Dodge	Captain Steven E. Snyder
Ray Lang	Daryl Edwards	Captain Ralph G. Kevorkian
Maureen Lockhart	Joanne Griffith	F.E. Richard G. Campbell
Sandra Meade	Eric Harkness	F.E. Oliver Krick
Grace Melotin	James Hull	Captain Gid Miller
Marit Rhoads	Lonnie Ingenhuett	F.O. R.L. Verhaeghe
Mike Schuldt	Elaine Loffredo	F.E. D.A. Eshleman



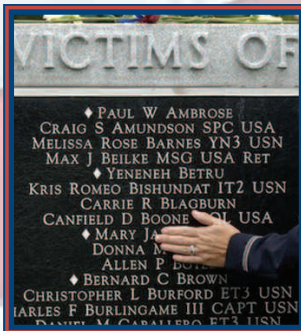
Lights symbolizing the number of innocent lives lost at the Pentagon taken on September 11, 2006

Flight 587 (JFK) November 12, 2001

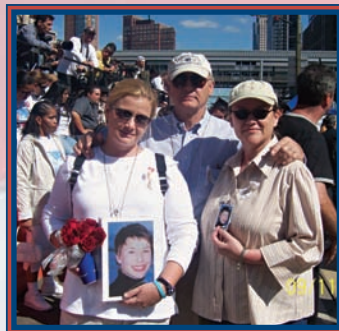
Deborah Fontakis
Barbara Giannasca
Wilmer Gonzales
Joe Lopes
Michele Mills
Carol Palm
William Valdespino
Captain Ed States
First Officer Sten Molin



Flights 11 and 77 memorial at APFA's Headquarters taken on September 11, 2006



Flight Attendant at Pentagon Memorial
September 11, 2006



Sara Low's sister (l), father and
mother at Ground Zero
on September 11, 2006



New York City Firefighters tolling the bell on the
5th anniversary of the WTC's second tower falling
(photo taken on September 11, 2006)



Groundbreaking ceremony for 9/11 memorial in Grapevine, Texas on September 11, 2006
(Photo courtesy of Anne Dyson)



Association of Professional Flight Attendants

1004 West Eules Boulevard
Eules, Texas 76040

Address Service Requested



NON-PROFIT MAIL
U.S. POSTAGE
PAID
PERMIT No. 1486
DALLAS, TEXAS

Visit the *new* site at www.apfa.org

