

The Official Publication of the Association of Professional Flight Attendants

# SKYWORD

Spring 2008



DEC

DECL

DECLINE!

RESIGN!

RESIGN!

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The Official Publication of the Association of Professional Flight Attendants

# SKYword

Spring 2008

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Association of Professional Flight Attendants

Proudly Representing the Flight Attendants of American Airlines

Office of the President

April 1, 2008

Mr. Gerard Arpey, Chairman, President and CEO
Mr. Daniel Garton, Executive Vice-President, Marketing
Mr. Thomas Horton, Executive Vice-President, Finance
Mr. Robert Reding, Executive Vice-President, Operations
Mr. Gary Kennedy, Senior Vice-President, General Counsel
American Airlines, Incorporated
4333 Amon Carter Boulevard, Building 1
Fort Worth, Texas 76155

Gentlemen:

In March of 2003, the leadership of APFA, APA, and TWU responded to the call of senior management to restructure our contracts to avoid imminent bankruptcy. Collectively, our members agreed to concessions worth 1.6 billion dollars annually. At the time, AA's Senior Vice President of Human Resources forwarded a letter to all AA employees stating that this was "a time for shared sacrifice(s), and management will continue to do its part." Shortly thereafter, Mr. Arpey wrote a letter to all AA employees stating, "My strongest hope and expectation is that everyone will share in the rewards that our ongoing efforts will produce in the future." Five years later, American's employees continue to sacrifice while management, under your leadership, has rewarded itself year after year with bonuses worth millions of dollars. In the last three years, the bonuses have been worth in excess of \$340 million.

As the newly elected President of the Association of Professional Flight Attendants, I expect senior management to keep the promises they made to the front line employees of American Airlines in 2003. Failing to do so further erodes the trust our membership has in American's senior management team. Especially now when we are about to begin bargaining, that trust is vital to a successful conclusion of our negotiations. I am therefore urging you to forgo your April 2008 bonus until your promise of "sharing in the rewards" has been kept, and all three labor unions have reached agreements that their members have ratified.

I would urge you not to further compromise your ability to lead this airline but instead to take a significant and critical step in restoring the employees' trust in your management. Should you make the wrong choice and accept a bonus, I would have to ask that you resign your positions as executive officers of AMR and American Airlines. Please let me know by April 15, 2008, if you intend to accept or decline your bonus.

Sincerely,

Laura R. Glading (handwritten signature)

Laura R. Glading

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Association of Professional Flight Attendants
1004 W. Euleless Boulevard
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APFA NEWS RELEASE

Contact: Leslie Mayo
(817) 540-0108 ext. 8308

April 16, 2008

FOR IMMEDIATE RELEASE

Flight Attendant Union President Calls for Membership Action
Calls for Senior Execs to resign for failure to decline bonuses

Euleless, TX (April 16, 2008) -

In a campaign begun two weeks ago APFA, the Union representing 19,000 American Airlines Flight Attendants, demanded that the top five executives of American Airlines refuse their annual bonuses until the Flight Attendants had a ratified Contract. Members have been sporting tags imprinted with the word, DECLINE on one side and RESIGN on the other side.

Today, APFA learned that these five corporate officers - Gerard Arpey, Tom Horton, Dan Garton, Robert Reding and Gary Kennedy - will not decline their bonuses. "By taking these bonuses they have broken their promise, destroyed their credibility and lost their ability to effectively lead this airline. So today, the 19,000 Flight Attendants represented by APFA will turn their tags over to the side that says RESIGN," Glading said.

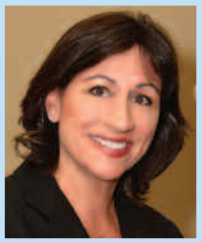
"Our customers are without pillows or food, a dependable flight schedule, and on-time departures. Shareholders have lost 75% of their stock value in just one year. And workers are struggling to make ends meet after sacrificing 33% in wages and benefits."

"Even assuming these officers were willing to turn their back on their commitment to American's employees, customers and shareholders, the debacle of 3600 flight cancellations in a single week, and today's reported \$328 million quarterly loss, should have compelled Mr. Arpey and company to refuse their bonuses. Unfortunately, neither integrity nor shame could convince them to make the right choice."

Glading closed by adding, "if the five officers do not tender their resignations APFA plans to expand its campaign to AMR's Board of Directors to demonstrate to the Board that these executives simply lack the kind of judgment required of corporate leaders."

APFA is the nation's largest independent flight attendant union representing only American Airlines Flight Attendants.
www.apfa.org

**Laura Glading**  
APFA President



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

# Decline or Resign:

## Our Own Version of the Turn Around Plan

I know how frustrated you have been with management and their broken promises. The surrender of our quality of life, and the financial sacrifices we have made on behalf of our company since 2003 have been abused, and our faith in management is all but lost. Five years after our sacrifices to save our company from financial ruin, we are on the precipice of our own financial ruin.

As you know, on my administration's first day in office we kicked off our **Decline or Resign** campaign asking the top five executives to decline their bonuses or resign their positions. The prospect of **shared pain/shared gain** is unrealized, and the faith you placed in them cannot be restored unless and until they keep their commitments

to us. Once we begin bargaining, the APFA negotiating team will ask management to return all that we gave up - with interest.

Aside from their broken promises, the senior management team has grossly mismanaged the ongoing maintenance issues with the MD-80 fleet and the 777 cancellations due to pilot retirements. Our customers have been inconvenienced, ignored and otherwise neglected. Add to that the fact that AMR stock has declined 70% over the past year and it is clearer than ever that Arpey has disappointed AA's employees, its customers and its stockholders.

It is against this backdrop of broken promises and mismanagement that the AA

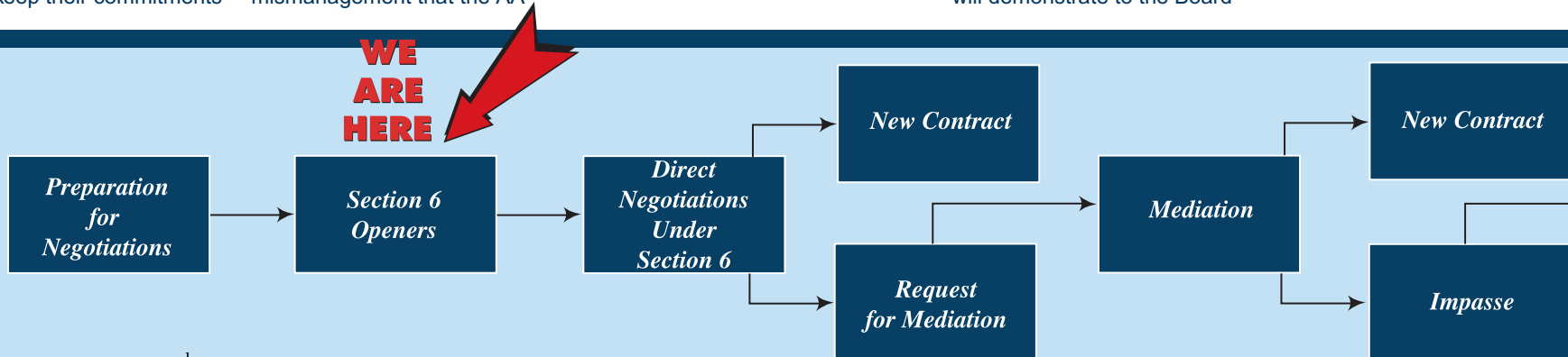
leadership team has chosen once again to reward themselves with bonuses worth around \$30 million. Management tells us that these are "performance-based" bonuses, because they're doing a top-notch job, and "retention" bonuses, to keep all that fine talent in the corporate ivory tower. This type of performance should neither be rewarded nor retained.

In mid-April, Gerard Arpey said, "I bear the ultimate responsibility for our failure to achieve precise compliance with the FAA directive relating to our MD-80 aircraft." Arpey, along with his senior management team bears responsibility for all of these failures and they must be held accountable; just as we are held accountable for ours.

**Fast forward to press time** and the top five have indeed refused to resign their positions following the acceptance of nearly \$17 million in executive compensation. Therefore, APFA will expand its campaign to AMR's Board of Directors. In anticipation of the May 21st annual shareholders meeting, the APFA Leadership will apprise each Board member of the harm management's acceptance of their bonuses has caused and will continue to cause this company. We will explain that these top executive officers cannot properly serve AA since they do not carry with them the employees' trust and confidence. We will show that they have exalted their own welfare over the well-being of the 60,000 other individuals who comprise AA. We will demonstrate to the Board

that these executives simply lack the kind of judgment required of corporate leaders. We will then ask the Board to demand the resignations of Messrs. Arpey, Horton, Garton, Reding, and Kennedy.

We need new leadership – leadership with integrity. We need a team that respects, values and rewards the contributions of frontline employees to the continued existence of our Company. The current team won't do it, so we will. It's our own version of the "Turn Around Plan."



# The Coalition of Flight Attendants

by Laura Glading

The Negotiating Team, along with the National Officers, began the year by joining the other FA unions at a Strategic Bargaining Summit in Washington, DC.

Representatives from APFA, The Association of Flight Attendants (AFA), the International Association of Machinists (IAM) District 142, and the Transport Workers Union (TWU) Local 556 came together January 8-10, 2008 in Washington D.C. Every airline represented by these unions had members attending the summit. The combined number of FAs represented by all unions totals over 90,000. Our goal was to develop a coordinated effort to raise industry standard wages, pensions, benefits, and working conditions for all FAs. A campaign was launched to reverse the era of concessions forced on many of the FAs during recent bankruptcies and restructurings. Everyone attending agreed to commit to collective action to advance FA contracts and careers.

With the majority of FA contracts up for negotiations in the next two years, the unions agreed that we have a rare opportunity to increase our leverage through close coordination of bargaining strategy, field mobilization, information sharing and communications. The attendees heard from a labor economist, industry lawyers,

researchers and prominent professors from the field of labor relations. Each provided insights and strategies for handling the bumpy road ahead.

One carrier's labor groups have already met the bargaining challenge by joining together. The Mesaba Airline Labor Coalition made up of the Mesaba AFA-CWA, Air Line Pilots Association (ALPA) and AMFA-represented employees described their very successful coordinated campaign to reach labor agreements with management. It was an all or nothing strategy that took great efforts by representatives of each of the groups to keep the Coalition together as the bargaining became intense. Imagine the difficulty when management attempts to divide and conquer by offering one group contract settlements but not the other two. Yet, they persevered and won solid contracts for all three groups. Following the Mesaba example, the five unions at Southwest Airlines formed a labor coalition as all three of their contracts will be open in 2008.

The FA Union Coalition stated in its press release: "Our fight extends beyond our legitimate and necessary contract demands. We also stand together to overturn the trend toward ever more excessive executive compensation, and to put an end to

anti-worker labor relations practices across the industry." The Coalition's member unions pledged to fortify or establish intra-carrier and industry-wide union coalitions and bargaining networks to strengthen cooperation and coordination.

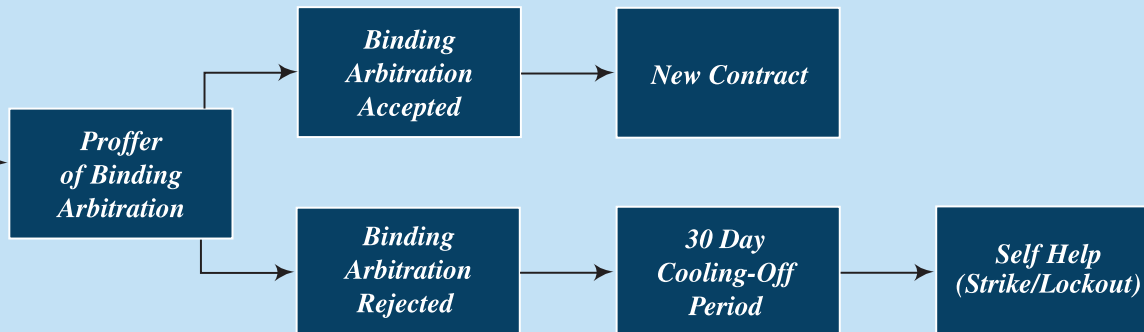
While the Coalition of FA Unions has been meeting on a regular basis for well over a decade, the topics of coordinated efforts have mostly focused on health and safety issues. The January meeting was the first time the FA unions agreed to work in a coordinated effort to address bargaining issues. All agreed that in the aftermath of September 11, the times have changed and that union plans and strategies must change as well.

A follow-up meeting was held in March to continue the efforts of the FA coalition. FA Fatigue will also be a major focus for the group. Specific joint efforts by all Coalition members will be identified and a plan for implementation will be outlined so that each bargaining unit will be supported by 90,000 FAs nationwide.

More will be announced in the months ahead about APFA's role in this united effort to achieve better contracts for aviation employees throughout the industry.

## APFA Negotiations Checklist

- Form the APFA Negotiating Team
  - Six Appointed Members
  - Six Elected Members
- Select Strategic Advisors
- Strategy Training for APFA Negotiating Team and APFA Leadership.
- Survey APFA Membership
- Prep Work for APFA's Openers in accordance with Section 6 of the Railway Labor Act (RLA)
- February 29, 2008 - Formal notices exchanged between parties to begin Section 6 bargaining.
- April 2008 - Initial Deadline for exchange of Section 6 Openers by APFA and AA
- April 2008 - Deadline for parties to agree on the schedule for Collective Bargaining
- June 2008 - APFA and AA begin Negotiations
- Tentative Agreement (TA) reached;\* or Impasse declared.** APFA or AA may request mediation by the National Mediation Board (NMB)
- NMB assigns mediator to conduct Contract discussions between APFA and AA
- TA reached;\* or Binding Arbitration** offered by NMB after determining no further mediation would be productive.
- Both parties accept binding arbitration; or One or both parties reject binding arbitration
- Binding Arbitration rejected - 30-Day Cooling-Off Period begins
- 30-day 'Super Mediation' between APFA and AA with NMB throughout the cooling-off period
- TA reached;\* or Self Help** is allowed following the 30-day Cooling-Off Period. The Union may withdraw services (strike) from Company; Company may declare a 'lockout' or impose Contract terms (changes to wages and/or work rules). Negotiations may continue by mutual consent during this period.
- TA reached;\* or Presidential Emergency Board (PEB)** – If a Strike occurs, the NMB will notice the President of the United States who may intervene by establishing an Emergency Board or Interest Arbitration, both of which contain an outside party deciding terms of our Contract.



\*Once a Tentative Agreement (TA) is reached, it is reviewed by APFA's Leadership, then forwarded to the APFA Membership for a ratification vote. If the TA fails, the process begins again from where it left off.

# American Airlines®

April 10, 2008

Laura R. Glading, President  
Association of Professional  
Flight Attendants  
1004 W. Euless Blvd.  
Euless, TX 76040-5018

## Re: MD-80 Fleet Inspection Cancellation Pay Protection

Dear Laura:

The Company acknowledges the significant impact to our employees and customers due to the unprecedented disruption to the scheduled operation as a result of the recent MD-80 fleet inspections. In recognition of this, the Company and APFA agree to modify the provisions of Article 9.P. of the Collective Bargaining Agreement to provide pay protection to those Flight Attendants who have experienced flight pay loss due to cancellation of all or part of a trip sequence(s). Specifically, Article 9.P. shall be temporarily modified, on a one-time basis, as follows:

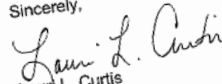
1. A regularly scheduled Flight Attendant who has lost or loses all or part of a sequence(s) as a direct result of the MD-80 fleet inspections beginning April 8, 2008, and continuing until the MD-80 inspections have been completed, shall be paid and credited on a scheduled basis for such lost time provided s/he contacts Crew Schedule to determine if s/he shall be assigned/rescheduled or held available for further duty that originates during the same days as the original trip sequence(s) that was affected. To qualify for this pay protection, such Flight Attendant shall contact Crew Schedule to determine if s/he shall be assigned/rescheduled or held for further duty in accordance with Article 9.P.2.
2. A Flight Attendant who is assigned to additional flying as provided above, but in doing so is paid and credited with less time than was contained in the originally affected trip sequence(s) shall be paid and credited with the difference between the trip sequence(s) flown and the scheduled trip sequence(s) for which s/he was protected.
3. A Flight Attendant who declines to contact Crew Schedule as provided in Article 9.P.2. shall forfeit this pay protection.

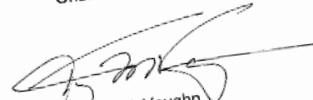
The Company recognizes the importance of restoring the operation as smoothly and efficiently as possible to fulfill our commitment to our customers while addressing the needs of our Flight Attendants. The pay protection afforded in this Letter of Understanding is offered on a non-precident setting basis and it is understood that the provisions of the AA/APFA Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Page 1 of 2

P.O. BOX 519616, DALLAS/FORT WORTH AIRPORT, TX 75261-9616

Sincerely,

  
Lauri L. Curtis  
Vice-President  
Onboard Service

  
Taylor M. Vaughn  
Managing Director  
Employee Relations

Agreed to by:

 Date 4-10-08  
Laura R. Glading, President  
Association of Professional Flight Attendants

cc: Mark Burdette  
Cathy Scheu  
Doug Brown  
Brett Durkin  
Brent Peterson  
Vince Heyer  
Judy Billard

MD-80 Fleet Inspection Cancellation Pay Protection  
Page 2 of 2

# American Airlines®

April 10, 2008

Laura R. Glading, President  
Association of Professional  
Flight Attendants  
1004 W. Euless Blvd.  
Euless, TX 76040-5018

Re: March 2008 Personal Vacation Day (PVD) Recovery

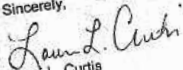
Dear Laura:

This is to confirm our understanding regarding Flight Attendants who used Personal Vacation Days (PVDs) to protect pay lost for trips cancelled as a direct result of MD-80 Aircraft Maintenance Inspections beginning March 26, 2008.

- A Flight Attendant who chose to use PVDs to cover lost pay as a direct result of the March MD-80 Aircraft Maintenance cancellations may choose to make her/himself available to the Company for an equal number of days during May, June, or July 2008. Trips flown under this agreement will be unpaid and March PVDs used to protect pay will be restored on a day for day basis.

This letter resolves any dispute(s) regarding the March 2008 MD-80 Aircraft Maintenance Cancellations. This option is offered on a non-precedent setting basis and it is understood that the provisions of the AA/APFA Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,

  
Laura L. Curtis  
Vice-President  
Onboard Service

  
Taylor M. Vaughn  
Managing Director  
Employee Relations

Agreed to by:

 Date 4-10-08  
Laura R. Glading, President  
Association of Professional Flight Attendants

cc: Taylor Vaughn  
Cathy Scheu  
Doug Brown  
Brett Durkin  
Brent Peterson  
Vince Heyer

P.O. BOX 619616, MD 5235, DALLAS/FORT WORTH AIRPORT, TX 75261-9616

## APRIL CANCELLATIONS:

**Q: I am a high-time flyer who lost a 3-day trip due to the April MD-80 cancellations, will I be protected?**

A: Yes, as long as you contact Crew Schedule and attempt to recover the lost time using high-time available days.

**Q: My 3-day MD-80 trip cancelled on April 8, 9 & 10, and I followed the contractual MIC rules but did not fly any other trip, will I be pay protected for my trip lost?**

A: Yes.

**Q: What if I am a high-time flyer, commuter or lost a day or more of flying as a result of a mid-sequence cancellation and did not call crew schedule prior to this agreement?**

A: You will be pay protected.

**Q: I lost my MD-80 "Optional Exchange" trip due to these April cancellations, will I be protected?**

A: Yes, "Optional Exchange," "Makeup" and "Option 2" trips are covered under this agreement.

**Q: I was scheduled for a MD-80 3-day trip that turned into a two-day trip. Will I be protected for the third day?**

A: Yes, but under this agreement you *must* contact Crew Scheduling and make yourself available to fly day three (the third day you were originally scheduled to fly).

**Q: I am a commuter who received a "missed trip" after I was unable to make it to base due to the April MD-80 cancellations, will I be protected?**

A: Commuters, who have met the Commuter Policy guidelines and were unable to make it to base due to the April MD-80 cancellations, will have the "missed trip" removed and will be pay protected under the terms of this agreement.

**Q: When am I required to contact Crew Schedule to ensure I receive pay protection?**

A: The MIC call-in window for Domestic Flight Attendants is 0800-1200.

**Q: What if I am a high-time flyer, commuter or lost a day or more of flying as a result of a mid-sequence cancellation and did not call crew schedule prior to this agreement?**

A: You will be pay protected.

**Q: Bottom-line – what should I do to ensure I am pay protected?**

A: Contact Crew Schedule as soon as you know you have lost time due to cancellations or have been unable to successfully commute per the Commuter Policy. If they choose to hold you on days originally scheduled to fly, you should then contact them prior to each day originally scheduled to fly between 0800 and 1200.

## MARCH CANCELLATIONS:

**Q: Will I be protected if my trip was cancelled during last week's MD-80 cancellations on March 26?**

A: FAs who used PVDs to protect loss of pay will have the option to make up time in order to restore the PVDs that were used. Flight Attendants who used PVDs as a result of the March 26 MD-80 cancellations will be contacted by the end of April.

**Brett Durkin**  
APFA Vice President



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

# Does APFA Take Every Termination To Arbitration? ...the answer below

Recently while researching a case I came across an article written by former APFA Vice President Judy Ladislav. I found the article to be very interesting and easy to understand as to how our arbitration process works when a flight attendant is terminated. It highlights APFA's internal mechanisms for processing a case to arbitration. This article will help you better understand one of the major responsibilities of the Vice President's office. I have rewritten it with her permission.

## HOW THE ARBITRATION PROCESS WORKS

You've heard the "galley gossip" and rumors are running rampant: a flight attendant has been fired. Some are saying the flight attendant was railroaded by the Company and that the charges against the flight attendant are false. At the same time, others are saying that the termination was the result of very serious allegations that a lot of people think are true. The fired flight attendant has filed a grievance. Some flight attendants are calling for immediate action by the Union, up to and including an appeal to the Federal Courts and asking:

"Why has the Union allowed the Company to do this?" Other flight attendants are throwing up their hands in disgust asking: "Why would the Union waste the membership's valuable dues dollars by taking this case?"

This scenario is extreme, but it should prompt legitimate discussion. Does the Union take every grievance to arbitration? How does the Union decide which cases to arbitrate? How much does an arbitration cost? What happens before a case is arbitrated? When and how does APFA DECIDE WHETHER a case will be arbitrated? Why are some cases not arbitrated? The answers to these questions are rooted in an understanding of the contractual arbitration process that is contained in Article 29 of our Contract. When the Company terminates the employment of a flight attendant, the flight attendant has, 10 days, exclusive of Saturdays and Sundays, to challenge the Company's action and file a grievance. In most instances, the flight attendant is aware that the discharge is a possibility, and s/he has called the Union before or just after

Kelly Gambello, IMA-based FA, has been an invaluable asset to this department. As my assistant for the past several years, I can't imagine doing the job without her. These next four years will likely be even more challenging with negotiations just around the corner and I know I don't tell her enough how thankful I am to have her here helping me, the Division Reps and the Flight Attendants whose cases we are charged with handling.

Thank you, Kelly.

termination. The filing of a grievance begins the process that can ultimately lead to an arbitration hearing and a final and binding decision by a neutral referee. Statistically, very few grievances actually end up in a full arbitration hearing. Why?

### THE LOCAL LEVEL

At the initial stage, after the grievance is filed and while it is still within the sole jurisdiction of the Company and the Union, there is a good possibility that the grievance may be resolved. The costs associated with a termination grievance at the local level are small when compared to

the costs of an arbitration hearing. Therefore, there is no need to evaluate the grievance beyond knowing the flight attendant was discharged and the flight attendant believes the discharge to be unjustified. The process, or steps, at this level are straightforward:

1. The Company issues the flight attendant a FINAL ADVISORY, terminating the flight attendant's employment.
2. The flight attendant objects to the termination and files a grievance.
3. The grievance form is prepared by an APFA Division Representative or other APFA representative.
4. Arrangements are made for a FIRST LEVEL HEARING.
  - a. The Hearing Officer, a staff member of the Vice President of Flight Service at AAL Headquarters at DFW, is the Company Hearing Officer.
  - b. During the hearing both the Company and Union present evidence to support their respective positions.
5. The Hearing Officer renders a decision within 10 days.

The Hearing officer has the ability to reinstate the terminated flight attendant or determine that the termination was for just cause.

6. If the Hearing Officer rules against the flight attendant, the termination is formally submitted to the Flight Attendant System Board of Adjustment (System Board).

### THE SYSTEM BOARD

Article 29 goes into great detail about the System Board and the process that guarantees the Union the right to have a case heard and decided by a neutral arbitrator. Much of the language of Article 29 stems from protections first provided to unions in the Railway Labor Act. Under federal labor law, in administering its grievance procedure, a union cannot act arbitrarily, hostilely or discriminatorily. However, a union is NOT required to take every case to arbitration. On the contrary, a union has wide latitude to decide NOT to take a case to arbitration, for a variety of legitimate business reasons, including its judgment that a discharge will be upheld by the arbitrator.



The APFA Consitution contains two specific provisions that are designed to protect APFA and its members. First, consistent with the Railway Labor Act, if APFA decides not to take a grievance to arbitration, APFA will provide a discharged flight attendant with access to the System Board, that is, with the ability to have her/his case decided, at the flight attendant's expense, by a neutral arbitrator. APFA does not guarantee a discharged flight attendant that the Union will pay for the arbitration.

### **THE GRIEVANCE REVIEW COMMITTEE**

Second, if a discharge grievance is denied at the first level, it is submitted to the System Board. The System Board is the contractual mechanism that guarantees a neutral arbitrator the authority to issue a final and binding decision by which the Company and the Union will abide. Prior to a grievance being scheduled for a System Board Hearing, it is reviewed by the APFA Grievance Review Committee (GRC). The GRC, consisting of the Vice President and the five Division Representatives, meets quarterly to recommend cases for the APFA to take to arbitration. The GRC

reviews the merits of each case, any precedents (past cases of a similar nature where an arbitrator rendered a decision), potential positive and/or negative effects on the APFA membership and any justification, or lack thereof, for the termination. Initially, it is the responsibility of the GRC to determine if APFA should take the case to arbitration.


1. If the GRC determines that APFA should proceed with the grievance and fully fund the arbitration, the case is assigned to a Union Advocate. The case advocate and the Division Representative work with the Vice President preparing the case for arbitration and in reaching agreement with the Company on the selection of an arbitrator, plus a time and place for the hearing.
2. If the GRC determines that it is not in the best interest of the APFA to proceed with the grievance and fully fund the arbitration, the discharged flight attendant will receive a certified letter explaining the decision and explaining the flight attendant's right to appeal to the Grievance Appeal Panel.

### **THE GRIEVANCE APPEAL PANEL**

The Grievance Appeal Panel (GAP) is composed of the five Ad Hoc Members of the APFA Executive Committee. The GAP is empowered by the APFA Constitution to make a final decision as to whether or not the APFA will proceed with a case to arbitration. When an appeal has been filed, the GAP will meet before or after the next regular quarterly meeting of the Executive Committee to decide whether or not the recommendation of the GRC should be sustained or overturned.

1. If the GAP decides that it is in the best interest of the APFA to proceed with the grievance and to fully fund the arbitration, the Vice President will assign the case and preparations for arbitration will continue without further delay.
2. If the GAP upholds the decision of the GRC, the discharged flight attendant is sent a certified letter advising him/her of the GAP's decision. This letter will outline the procedures under which the discharged flight attendant may proceed to arbitration at his/her own expense.

The arbitration of one discharge case can cost upwards of \$25,000. But the arbitration process can cost much more money. APFA is, like the Company, bound by the arbitrator's decision. Arbitrators have been known to issue decisions that are far reaching and can sometimes work to the detriment of the membership as a whole. There is no question that the time, effort and money necessary to prepare and present a discharge arbitration case are well spent when a flight attendant terminated without just cause is returned to work. But it is important to understand that the Union has an obligation to assess the potential risks as well as the potential benefits of going to arbitration.

You can be sure, however, that the Officers and Representatives of APFA will scrutinize each discharged case and evaluate that case thoroughly and fairly before deciding how best to proceed. 

# OUTSTANDING PRESIDENTIAL GRIEVANCES

## **SS-32-2006-APFA-7**

### **APFA v AAL: ARTICLE 16.A. - SENIORITY ACCRUAL ON OVERTIME LEAVE**

#### **Question at Issue:**

Did the Company violate Article 16.A., Article 13, Article 19 and any and all related articles of the Collective Bargaining Agreement (CBA) and/or the Restructuring Participation Agreement (RPA) by failing to credit Flight Attendants taking Overtime Leaves of Absences with the same Company seniority accrual as provided for Flight Attendants taking regular leaves of absence under all the facts and circumstances of this case?

## **SS-11-2007-APFA-1**

### **APFA v AAL: AMR ONLINE EVENT REPORTING**

#### **Question at Issue:**

Did the Company violate Article 2; Article 3; Article 7; Article 8; Article 34 and any and all related Articles of the Collective Bargaining Agreement by unilaterally implementing new Flight Attendant reporting requirements (AMR Online Event Reporting), without bargaining for rates of pay, rules, and working conditions; thereby creating additional and new forms of required work responsibilities with no additional compensation, and furthermore violating the scheduling protection provisions of the Collective Bargaining Agreement under all the facts and circumstances of this case?

## **SS-14-2007-APFA-2**

### **APFA v AAL: OFF SCHEDULE OPERATIONS (OSO)**

#### **Question at Issue:**

Did the Company violate Articles 7, 8, 9, 21, and any and all related Articles of the Collective Bargaining Agreement by failing to provide Flight Attendants with timely and adequate means of contact/notification of subsequent assignment(s) and/or release thereby resulting in violation of contractual on-duty limitations and layover rest hotel requirements following off schedule operations (OSO), under all the facts and circumstances of this case?

## **SS-12-2007-APFA-3**

### **APFA v AAL: CHANGES TO AMR DOT FOLLOW-UP MONITORING PROGRAM, DRUG/ALCOHOL TEST AGREEMENT FOR DOT POSITIVES**

#### **Question at Issue:**

Was the Company's unilateral change to its drug/alcohol policy governing follow-up procedures for Flight Attendants who have had a positive Department of Transportation (DOT) drug test justified when, on its face, the policy change contains procedural requirements that unreasonably and adversely impact flight attendant contractual rights including but not limited to: compensation, on duty limitations, minimum layover rest requirements, transportation to layover hotels, and fail to ensure medical confidentiality requirements are satisfied under all the facts and circumstances of this case?

## **SS-13-2007-APFA-4**

### **APFA v AAL: ARTICLE 3.H.3 - TRAINING PAY - ANNUAL DRILLS**

#### **Question at Issue:**

Has the Company been engaged in a continuing violation of Article 3.H.3 - Compensation for Annual EPT drills, and any and all related articles of the Collective Bargaining Agreement and AA-APFA Arbitration Decision SS-32-89 by failing to properly compensate all flight attendants the required two (2) hour minimum training pay for Annual EPT Drills, when the annual emergency procedure training program at home base or away from base exceeds twelve (12) hours as provided in the collective bargaining agreement under all the facts and circumstances of this case?

## **SS-15-2007-APFA-5**

### **APFA v AAL: MISAPPLICATION/ VIOLATION OF THE SCOPE OF ARTICLE I-30 - 757 CREW REST**

#### **Question at Issue:**

Did the Company violate the scope of Article I.30.L.6., and any and all related Articles of the Collective Bargaining

Agreement (CBA) concerning crew rest accommodations on existing fleet aircraft, which results in a violation by denying negotiated comparable crew rest accommodations in accordance with contractual parameters for the reconfiguring of 757 aircraft (including, but not limited to, 13 ETOPS rated aircraft) that will be deployed on International flights requiring contractual in-flight crew rest facilities. This denial is evidenced by, but not limited to the following: (1) letter from Taylor Vaughn to Brett Durkin dated July 11, 2007; (2) email from Vince Heyer dated August 29, 2007; and, information personally conveyed to APFA Vice President Durkin by representatives responsible for the 757 conversion that failure to reach agreement on rest would result in AA unilaterally implementing crew rest accommodations without consent of APFA under all the facts and circumstances of this case?

## **SS-24-2007-APFA-6**

### **APFA v AAL: S80 FLIGHT ATTENDANT WORKLOAD**

#### **Question at Issue:**

Did the Company violate Article 9.B., Minimum Staffing Requirements and any and all related Articles of the 2001 Basic Agreement as modified in 2003 between American Airlines, Inc., and the Association of Professional Flight Attendants and AAA Case No. 131990037494 (American Airlines and APFA Interest Arbitration Award dated October 20, 1995, pages 61-62) by abusing its discretion pertaining to Flight Attendant workload on the S80, evidenced by, but not limited to: augmenting aircraft configuration, the continuing addition of service components and associated Flight Attendant duties and responsibilities without regard to the impact on current Flight Attendant staffing for Flight Attendants assigned to work onboard S80 flights, or time frames given to accomplish additional duties and responsibilities which results in an unreasonable workload under all the facts and circumstances of this case?

**To review APFA's Presidential Grievances filed, as well as Presidential Settlements and Awards, visit [apfa.org](http://apfa.org).**

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## ELECTION NOTICE

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The National Ballot Committee announces that, in accordance with Article VI, Section 8.B of the APFA Constitution, **Notifications of Willingness-to-Serve** are now being accepted for Vice Chairperson at **IMA, JFK, LAXI, ORD** and **SFOI**.

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## CANDIDATE INFORMATION

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The election is open to all members in good standing. Each candidate for Vice Chairperson must be a member in good standing by June 23, 2008 and must be permanently based at the base to which she/he is applying by July 11, 2008.

Each elected or duly elected Base Chairperson will be authorized:

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

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

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## ELECTION TIMETABLE

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Willingness-to-Serve Notifications must be received in the designated P.O. Box no later than **10:00 AM CT, June 23 2008**. The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail or proper notification thereof, to the P.O. Box. Regular mail, posted in at timely fashion, is recommended.

Ballots will be mailed to all flight attendants that are IMA, JFK, LAXI, ORD or SFOI based APFA members on July 11, 2008. Any member not receiving a ballot within a reasonable time after that date should request a duplicate ballot from the APFA National Ballot Committee at (800) 395-2732, extension 8311. Duplicate ballots will be issued upon request up to five (5) days prior to the ballot due date.

The newly elected representatives will assume office on August 11, 2008 for the remainder of the two-year term ending March 31, 2009.

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## VOTER INFORMATION

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Each APFA member must be a member in good standing (as defined in Article II of the APFA Constitution) no later than the close of business on the fifth (5<sup>th</sup>) day prior to the election or have executed a payment plan for back dues owed by July 11, 2008.

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## INSTRUCTIONS FOR WILLINGNESS-TO-SERVE

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Only this form or a photocopy will be accepted, one form per envelope.

All information should be typed or printed. Biographical information and personal statement must be on a separate sheet of paper. Each candidate's information will be reprinted with a consistent format, excluding all graphics. All candidate information is optional, including personal statements and references.

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

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

All Willingness-to-Serve Notifications must be in the following P.O. Box **no later than 10:00 AM Central Time, June 23, 2008**.

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

**NOTIFICATION OF WILLINGNESS-TO-SERVE**  
**IMA, JFK, LAXI, ORD and SFOI Vice Chairperson**

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**CANDIDATE INFORMATION:** *All information must be typed or printed.*

NAME: \_\_\_\_\_ EMPLOYEE #: \_\_\_\_\_ TELEPHONE #: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ BASE: \_\_\_\_\_ PREVIOUS BASES: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_ LENGTH OF SERVICE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ POSITION DESIRED: \_\_\_\_\_

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*Please complete the following information if nominating another APFA member.*

NAME: \_\_\_\_\_ EMPLOYEE #: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ TELEPHONE #: \_\_\_\_\_

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**F/A REFERENCES:** *Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10)*

Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_ Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_ Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_ Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_ Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_ Name \_\_\_\_\_ Emp # \_\_\_\_\_ Base \_\_\_\_\_ Phone # \_\_\_\_\_

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**Use a separate sheet of paper for Biographical Information and Personal Statement.**

**BIOGRAPHICAL INFORMATION:** There are four (4) categories for biographical information:

**Labor Relations Background  
Flight Attendant Credentials**

**Educational Background  
Previous Business/Job Experience**

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

**PERSONAL STATEMENT:** Personal statements will be limited to two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with.

All Willingness-to-Serve Notifications must be in the National Ballot Committee post office box **no later than 10:00 AM Central Time, June 23, 2008.**

# THE ANNUAL AWARDS BANQUET

It isn't often that those who work day in and day out for our Union have a chance to gather together and lighten things up - if only for an evening.

Following the first day of the Board of Director's Annual Convention, all are invited to attend the Annual Awards Banquet. It is subsidized by donations from the attendees, our outside experts, our vendors and other friends of APFA.

The 15th Annual APFA Convention Awards and Recognition Banquet was held in San Francisco this year at our layover hotel (the SFO Hilton, on February 12, 2008. This event is the highlight of the Annual Convention and is a time-honored evening where political differences are put aside and everyone comes together in the spirit of celebrating our Union and its people. This year included a number of honorees.

Labor Attorneys Mady Gilson and Mark Richard, APFA Government Affairs Representative Joan Wages, and APFA Parliamentarian Dr. Bettye Myers were all granted honorary membership in APFA.

Former President Denise Hedges was awarded the Union's highest honor: the "Martha W Griffiths Award." Denise, who is now a mediator with the National Mediation Board, spoke briefly about the years at APFA and the challenges and emotions in abundance during the 1993 strike. Although honored for her leadership



*Denise Hedges, (retired) received the Union's highest honor - the Martha W. Griffiths' Award. Denise was APFA's President from 1992 - 2000 and led AA's Flight Attendants during the '93 Strike.*

by this award, she was clear in her opinion that it took a team of 23,000 AA Flight Attendants to make all of the planning, organizing and preparation evolve into the overwhelming success of our Strike.

This year's recipient of the Distinguished Service Award was former APFA Executive Committee member, Base Chair, National Officer and Division Representative,

Lynda Richardson. Lynda retired in 2004 after a 42-year career which included union participation through many different administrations. She spoke about reflecting on her beginnings as a Unionist and the

years working with many emerging activists. She took the time and imagination to create a **flight** staffed totally with APFA Activists, a 'trip' that everyone at the convention could relate to on some level.



*Lynda Richardson, (retired) received APFA's Distinguished Service Award at the Annual Awards Banquet*

We wish to share this Crew of APFA Representatives with you...

**Editor's Note:** Lynda retired in 2004 following 42 years of flying and nearly 20 years of Union work for the AA Flight Attendants. She was an incredible asset to our organization and is missed by those she helped and by those with whom she worked.

## APFA FLIGHT 2008

*as written and read by Lynda Richardson on February 12, 2008*



*Lynda with Peggy Turley, RDU-I Base Chair and Lynda's classmate in Stewardess College, 1962.*

"The crew does not necessarily like each other, but when it really counts they can work as a team.

We are having a planned emergency but since we are not going to work by procedure, Lonny Glover, Kathy Lord-Jones, and Hugh Wagner are not on board. The Captain is Denise Hedges, who has shown courage, strength, and grace under fire. The co-pilot is Cathy Lukensmeyer to control the fuel costs.

Laura Glading is our purser, because we want straight talk and firm, direct commands in that wonderful New York accent.

Cheryl Walters and Mario St. Michel are our language speakers - Cheryl for "Texas" and Mario for the Canadians.

Tommie Hutto-Blake will be working all three cabins promoting the spirit of co-operation.

Judy Ladislaw and Anne Moroh will work Business Class, EXACTLY by procedure! Becky Kroll is in the galley keeping things light with her spontaneous laugh, and Elaine Barber is there to offer a sardonic dose of reality while finishing the New York Times crossword puzzle.



*Denise with friend and former Vice President of eight years, Judy Ladislaw.*



Volunteers and Guests Cathleen Salas, SFO-D, and SFO Vice Chair Julie Hedrick welcome guests (and collect their money!) to the 2008 Annual Awards Banquet.

David Chambers, under the stern direction of Sherri Capello, will be dusting all the armrests and making sure every window shade is lined up exactly right. Steve Watson is working the aft galley. He is terrific on those long, dark night flights. You can always count on interesting conversation. And besides, I love his voice.

Peggy Turley, my gentle classmate from 1962, will be in the coach aisle.

The life vest demos will be done by Anne Loew, Suzanne Edwards, Greg Hildreth, and Brett Durkin because



Jack Barnett, APFA Treasurer and David Cyr, APFA Secretary both from the '92 - '96 term recite their well-rehearsed Roast of Denise at the Banquet.

they look so good! Jack Barnett and Michael Parker will be selling life vests for \$25.00 each.

Liz Mallon, Nancy Moehring, and Cindi Simpson are on board so we can be sure we will be paid for every single second over schedule. Susan French is delegating assistants for the exits. If they fail to respond, she will slap them with her velvet glove!



David Chambers, former Western Division Rep, attended the Annual Awards Banquet.

We need only one Flight Attendant, Lenny Aurigemma, to shout commands. If you've ever attended a sporting event in Boston with Lenny, you know he can be heard from one end of the stadium to the other.

After landing we will gather our flock on the runway, but there will be no refunds for unused life vests. Lori Bassani will be talking to the press getting good coverage and Leslie Mayo will be there with camera and pen recording the event. We will be the stars in the next issue of **Skyword** but even though we were all fabulous, a few will get fired - that is "The American Way."



Mady Gilson, with her daughter, right, as she receives Honorary Membership to APFA. Mady has worked as counsel on behalf of our Union for the past 20 years.

So, we will bring in the old guard to represent us at the arbitration. Mark Richard and Vic Thuessen are the dramatists; Patt Gibbs will be the historian and Mady Gilson will make sure we protect the APFA constitution.

In the wings, waiting for the legal baton to be passed will be lawyers Patrick Hancock, Steven Ellis, and very soon Jeff Bott—the best boss I ever had!"

**Those who attended the convention were greatly entertained and moved to remember the union advocates and cast of characters who have spent so many years working to create and maintain our profession. Lynda finished her remarks on a more serious note:**

"My wish for all of you is a joining of your talents and a victory in this next round of negotiations for our APFA membership. May you get back what you gave, in good faith and what this Company, in their shortsightedness and greed, put into their own deep pockets!"



Author and Air America Radio Talk Show Host Laura Flanders was the guest speaker at the APFA Convention.

It is impossible to measure how much time, energy, and devotion that each of you has contributed. How many lives you have touched. I am grateful to those of you in this room who have shared your individual talents with me. Competence can be learned, but it is your individual character and integrity that is the glue to keep our organization together.

Thank you for this honor tonight." ▲



Kitty Solder, IDF, elected APFA Secretary from '96 - '00 congratulates Denise on her award.

# Transition Changeover Movement Progress...

by Frank Bastien, IOR



**T**ransition, changeover, movement, progress ... all these words can only begin to describe what's been going on administratively at APFA Headquarters over the last few months.

This past February, the second round of national balloting at APFA saw the election of three new National Officers: Laura Glading to the office of APFA President, Denise Pointer to the office of APFA Secretary and Juan Barrera to the office of APFA Treasurer. They join Brett Durkin (reelected to the office of APFA Vice President) for four-year terms starting April 1.

The departing National Officers completed their terms of service before this issue went to print, and would like to take this opportunity to thank Tommie Hutto-Blake for her service as APFA President, Greg

Hildreth for his service as APFA Secretary and Cathy Lukensmeyer for her service as APFA Treasurer. They helped steer our Union in a new direction and have laid a firm foundation upon which Laura, Brett, Denise and Juan will build as we all face the formidable challenges that lie ahead.

Beginning shortly after February's election results, Tommie, Greg and Cathy spent several weeks with their successors to ensure a smooth handover of the countless duties of APFA's National Officers.

This **Skyword** contains the final articles of not only the three departing National Officers, but of those Coordinators and Specialists who have worked closely with them these past two or more years, and who are returning as well to their full-time flying careers or transitioning to other Union

functions. These advocates have the new administration's thanks and appreciation for their service and accomplishments. They, too, have teamed with their successors (appointed by President Glading to two-year terms beginning May 1) so as to ensure a smooth changeover and seamless service to the membership.

In future **Skywords** you will read articles from the newly appointed National Coordinators in the Departments of Scheduling, Health, Hotel, and Communications and from new Specialists in Retirement and EAP (Employee Assistance Program.) All are eager to serve with the same zeal and dedication as those who have gone before and each looks forward to meaningful discourse and interaction with the APFA membership. ▲

**Tommie Hutto-Blake**

APFA President  
4/2004 - 3/2008



# Why Representing the AA Flight Attendants Has Been So Important To My Life Work

It actually began at the Charm Farm, better known during the '60s & and '70s as the AA Stewardess College. Melody, one of my roommates in initial training, became one of the 'disappeared' students when we reported to class one Monday. It was in the last few weeks of training and I was appalled that she had so secretly been sent home with no explanation to any of her classmates. So far, she had been one of our young stars.

I was one of the oldest members of my class at 23 and had been doing social justice work following my undergraduate studies, and prior to this new adventure of becoming a stewardess. I knew in my gut, particularly after I learned the specific details, that I had to do everything in my power to get a reconsideration of this unfair act against my classmate.

Long story short, after some serious collective organizing, Melody returned to the Stewardess College in a class a few weeks behind us and later joined my roommates and me in Queens, NY (where most of us went following our graduation). This successful solution, now over 38 years ago, was my first unofficial representation of one of

my co-workers following what I considered an unjustified action by a member (or two) of management.

Certainly, this wasn't my last role as an advocate (unfortunately not all were as successful). I continued to witness AA management taking positions on issues I was convinced the Civil Rights Act of 1964 had ruled as *employment discrimination*. Times have indeed changed but management's unjustified actions are alive and well and on a much grander scale today.

Once I made it off probation and settled into the New York base, I ran for a seat on New York's Base Council. Back then there was only one domicile per city with an override for flying internationally. There were no separate divisions of Domestic vs. International as there are today. In those days the election process was heated for all positions on the Council, not just for the Chair's. No one would think of running for Chairperson without spending a few years on the council first; usually doing grunt work. In fact, my first job was maintaining the union bulletin boards. I really wanted to be the NY Reserve Rep since the FA holding that position was no

longer on Reserve. But I had to do my time before I would hold the Reserve seat.

I became an activist even before I was able to become a union member; and an activist I have remained – whether holding an elected office, working as a union advocate on specific projects, or flying the line as an activist member, it is in my blood. As I finish my last term of office for my Union, I am hearing two questions quite frequently: What is your proudest moment and also what has been your lowest moment in union work? Since I have had time to ponder these questions (my answers have shifted a few times since the question was first posed) here is my response:

## Top of the heap Proudest memory

I have many proud memories but right this moment I am recalling successfully teaching our union members that we have the right to say 'NO' during the ratification process of a Tentative Agreement. The history of the 'No' began in 1976 when we were Local 552 of the Transport Workers Union. At the outset of Section 6 bargaining (openers) our union leadership told management that one work



The APFA Executive Committee (from l. to r.) top row: Lenny Aurigemma (BOSI), Anne Loew (IMA), Steve Watson (IDF), Laura Glading (JFK), bottom row: Cathy Lukensmeyer (IOR), Greg Hildreth (IDF), Tommie Hutto-Blake (LGA) and Brett Durkin (LAXI).

rule we must have altered during that round of bargain was single room layover accommodations for all FAs.

I well remember having to knock on a colleague's hotel room door (many times one from another base) and saying: "Hi I'm Tommie. I'm your number 3 for tomorrow, and your roommate for tonight."

By no means were FAs incompatible, but just picture - smokers vs. non-smokers; night owls vs. early birds; it was a mess and we were over it! The pilots had single rooms for decades. And we said that this was the round of bargaining to have single room accommodations for all FAs:

enough was enough! We told our advisors and the company negotiating committee – we won't vote yes without single rooms.

Well, the first TA came back with no change to shared layover accommodations for FAs. The phone trees rumbled and TA #1 was voted down. In hindsight we voted three times during those negotiations because management just didn't believe us – they tried to force a contract through without single room accommodations because they said they just couldn't afford. The 1976 Contract that was finally ratified included single rooms for all FAs.



Unfortunately what management 'taught us' during that particular round of bargaining is if we vote no there is more to come. And thus, we have continuously voted no on the first round of a TA. Unfortunately, an adverse impact with this tradition of ours is we allow management to sit on and use 'our' money for sometimes up to two years or more.

During APFA's first negotiated Contract following our move to an independent union we also voted down the first TA. This 1979 TA included a true double overtime rate; but the majority of FAs didn't want to have some bid lines built to 80 hours so the TA failed. When the second TA came back the higher lines for a small portion of each base were gone, but so was the double overtime. That Contract ratified but we never saw true overtime pay rates again.

Don't get me wrong – as I stated above there are times our membership has to say no to the employer. And certainly this next round of bargaining is going to be a tough one. Thus, I urge each of you to stay close to the bargaining table. Be an InfoRep and pass on correct information. Wear your union pin showing solidarity and tell management that the APFA

Negotiating Committee speaks for you. But when the TA comes out – listen to the advice and counsel of your leadership and your team. Just listen closely to those most involved in the process – then decide your vote based on facts.

Everyone sees the price of oil rising and AMR's stock falling. This of course is not good for this just-recovering industry. Perhaps this year senior management will forfeit their bonuses until the labor unions reach Agreements and shared gains are in place for all. I just cannot comprehend how upper management can live comfortably stuffing their own pockets while the front line continues to struggle with the greatly reduced wages, work rules and benefits of 2003.

#### **The Dark Side of Union Work**

Now, to get back to my second of two questions. Without a doubt my darkest moment as a union activist and line FA was watching the Contract that I had worked under and been a part of developing improvements for through the years via Section 6 bargaining – be torn asunder in 2003. Indeed, watching our CBA



*Tommie with Dr. Bettye Myers, recipient of APFA's Honorary Membership at the Board of Director's Convention in San Francisco this past February. Bettye is APFA's parliamentarian and donates her services for every meeting.*

slide backwards, in some cases 3 decades, is an experience none of us will forget. At that point I took action and offered my services full time to my union yet again.

Now I am asking each of you to offer your time and energy no matter how much or how little, to get involved in this round of bargaining. The Negotiating Committee and APFA leadership cannot do this alone. Believe me I know you are angry, disappointed and overworked. **I have heard from many of you who expect the leadership to fix this now. This is not going to happen without a true collective effort.** We must put our hearts and souls into this next round of bargaining, facing this employer of ours collectively.

We can make change together – we cannot be successful if we continue to target each other rather than our true adversary at this stage – management. The Railway Labor Act (RLA) is a difficult labor law to negotiate under. Our Contract never expires – the amendable date only triggers bargaining. We weave through the slow moving rules of the RLA with those at the table and those on the front lines of public debate. Your involvement is critical.

I have already experienced ten rounds of collective bargaining as an AA FA. Bargaining always ends up adversarial. Historically, the more united we are – the better the Contract produced. In our last Negotiations we opened in 1998, and after two rounds of bargaining, we ratified our industry-leading Contract on September 12, 2001. In the previous negotiations we opened in 1992, went on Strike in 1993, waded through the costly and time consuming 1994 Interest Arbitration and finally, after voting four times during this three-year process, achieved our 1995 Contract. As most of you know, it is never easy on this property or in this industry.

Currently we are working under our 2001 Agreement, as modified in 2003. Though the restructuring of our Contract was my lowest point in union work, for the last three and a half years I have tried to stabilize our Union, protect our remaining negotiated benefits, put into place some measures of relief in an attempt to gauge the most important issues that must be resolved in this next round of bargaining, put the best Team in place, and train the Team to work alongside the best outside labor professionals in our industry.

Now comes the time to pass the torch to the next generation of union members and leaders. Each of you, whether a leader or an activist member, will play a part in protecting our career during the next leg of this journey. My hope and support is with this Negotiating Team, our new leadership and with you – the line flight attendants. APFA will need everyone in this next round of bargaining working as a cohesive unit – to make this negotiations successful!

In solidarity,

Greg Hildreth

APFA Secretary  
4/2004 -3/2008



# One Chapter Closed - Another Opened

As I sat down to write this **Skyword** article, it hit me: this will be my last issue. Writing this is bittersweet, and while part of me craves Union work I am looking forward to a life that is a lot less stressful.

My life in Union work has always been a time of chaos, but maybe that is the nature of this beast. There is no such thing as smooth sailing while doing Union work. So, as I prepare to move ahead I have to take pause and look at some of the things I've poured my heart into and the roles I've played throughout the past two decades.

My first position and term as a very green representative was during the early '90s when we were being asked to vote on a new APFA Constitution. At the time, it was very controversial and seemed to somewhat divide our membership as so many things can.

I was the DFW Chairperson for six years; all of which were not the smoothest in our history. Being the Chairperson of the largest base in the system during a Strike, while so closely located to corporate

headquarters, was one of the most challenging times of my life. But in the end, the hard work paid off, and the dividends of our collective efforts were worth all the Tylenol it required.

Waiting for the Interest Arbitration and the two ratification processes of contractual issues that were not being arbitrated seemed like an eternity following the Strike. As we all know, Contract ratification is never fun, but we managed to do it; twice in fact.

Following the Strike, while awaiting the Interest Arbitration we dealt with all the issues that developed from our very successful Strike. FAs were being disciplined right and left. To put it mildly it was not an easy time for any of us. One of my proudest and strongest memories was getting a Career Decision Day (CDD) overturned by our then-appointed Ombudsman. Never before as a Union or individually have we been able to challenge or grieve a CDD. What a powerful moment that was for me on both an individual and professional level.



I would like to thank Nancy Archer, my assistant and right arm over the past four years. Without her, I would be less organized than I appear, more tired than I already am, and down one amazing friend. Thank you, Nancy.

When my Union career shifted from Base Chairperson to Division Representative (DR), my life and work went from crazy to out of control. Like I said earlier, I seem to crave this sort of chaos in my life. But again all the hard work paid off with wins like the 777 Staffing Arbitration and the Family Leave Presidential Arbitration. The 777 Arbitration decision contained the largest amount of money our Union has ever been awarded. It was literally groundbreaking. Being a DR changed my life — it was like growing up all over again — only this time faster and much harder.

As the Chairperson of DFW for six years and the DR for DFW and IDF for five years, I felt well prepared for my current role as Secretary. I can tell you that Union work is never over-appreciated; usually it is highly criticized and tiring. None so much as being a National Officer. While I gladly do my job and truly enjoy it, it is a job that literally consumes your life. The buck stops here: there is no one else to call.

Two very important roles of the National Secretary's Office are as a member of the Board of Directors and the APFA Policy Manual Task Force. My Base Chair experience helped tremendously in preparing me for both of these functions. From sitting on the Board I was familiar with the meeting process, Roberts Rules, etc. I knew the flow of a good BOD meeting.

The Policy Manual was created when I was a new Base Chair in the early '90s, so not only did I know what the Policy Manual said, I knew the history and the reasons for the policy. With a lot of help, one of the goals I accomplished was to

completely update the Policy Manual. This had not been done since 1996. There were several different versions, one Rep's Policy Manual said one thing, while another's said something else. I brought everything up-to-date and created a new format and style that our Reps seems to have found to be helpful. **Special thanks to Nancy Archer and Clinton Breen for all of their hard work on this project.**

No one knows what's in store for us. I wish I could guarantee a bright future and an easy path to our next Contract, but no one can make that promise. I can tell you this: We will succeed if we stick together and stop all efforts to divide us. We have succeeded so many times in the past, and I am confident we can do it again. I'm looking forward to the next chapter in my life, to see what the future has in store.

Thank you to each and every one of you for letting me do my job. I hope I have served our Union well. I've always had the best of intentions (with usually the best of actions) when doing Union work, always thinking for our collective good, what will advance our careers and our lives. ▲

Cathy Lukensmeyer

APFA Treasurer  
4/2004 - 3/2008



# Promises Made – Promises Kept

- ✓ Eliminate Budgetary Bloat
- ✓ Trim the Fat
- ✓ Secure the Treasury

**NOT BUSINESS AS USUAL**

- Reduced Operating Expenses at Headquarters with No Reduction in Services
- Reduced Trip Removal Costs
- Reduced Number of APFA Field Offices
- Reduced Headquarters' Staff Costs
- Reduced Phone Expenses
- Increased Dues Arrears Collection
- Increased Insurance Claims Collections
- Increased Payments to Eliminate Outstanding Line of Credit
- Increased Return on Investments (ROI)
- Increased Contributions to the Negotiations and Negotiations Related Fund
- Balanced the Budget (first time APFA's budget has been balanced in 9 years!)



Bye!

**IN AGGREGATE, THESE COST INITIATIVES TRIMMED OR SECURED OVER \$4 MILLION DURING THIS ADMINISTRATION'S TERM OF OFFICE.**

**Brent Peterson**  
National Contract  
Coordinator

---

**contract@apfa.org**  
**817-540-0108**  
**ext. 8271**



# Cancellations, Cancellations, Cancellations

**W**ith the recent rash of cancellations for whatever the reason: weather, crew shortages, maintenance or government directives, it seems now would be a great time to review the cancellation language in our current agreement. Cancellations are part of our Misconnection/Illegality/Cancellation language - otherwise known as MIC. While we always seek ways to improve this language it is important to understand our current protections and obligations.

There are three basic categories of MIC in our contract: sequence origination other than the last sequence during last five days of the month (Article 9.P.2.); sequence origination that qualifies for Last Five (5) Day Pay Protection (Article 9.P.6.); and mid-sequence (Article 9.P.1.). MIC is thoroughly covered in the On-Duty Contract Guide on pages 20-22. In this article we will focus on the two most common MICs and save the others for a future article.

### Mid-sequence Cancellations

First, let's take a look at mid-sequence cancellations. Unlike with the sequence origination cancellations explained below, no

distinction is made for the "time of the month." In other words, regardless of when a mid-sequence cancellation occurs during the month, the procedures and the obligation/protection provisions are the same. You must contact Crew Tracking to determine if you will be rescheduled or released. Once rescheduled or released, your guarantee is automatically protected and you have no further obligation.

For example, on the second day of a three-day trip your first flight of the day to DFW is cancelled due to weather. As a result you are rescheduled to deadhead on the next flight, which arrives too late for your next leg to BNA. Crew Tracking reschedules you to an AUS turn and then you are released. You have no obligation for the third day following the release and your guarantee is protected.

### Sequence Origination Cancellations

Confusion surrounds the obligation and protection if one encounters a sequence origination cancellation (other than the last sequence during the final five days of the month). Many FAs believe they must place themselves on

the make-up list after any cancellation. Make-up does not protect your guarantee in this case. We also frequently hear frequently that Crew Schedulers incorrectly advise FAs to go on make-up. Please make us aware if you are so advised. Make-up is used for pay protection only in one instance, and that is for last five-day pay protection.

If you do experience a sequence origination cancellation you must contact Crew Schedule to determine which of the five MIC options they will utilize that, in turn, protects your guarantee. Please see Article 9.P.2. or pp. 20-21 of the On-Duty Contract Guide for a more detailed explanation. Here is a brief summary of their options:

1. Require you to deadhead to cover your return flight.
2. Assign you to airport availability duty. (You cannot be held at the airport for more than four (4) hours without being given another flight assignment. The four-hour period begins at the original departure time or time of cancellation, whichever is later.
3. Reschedule you to another trip or trip sequence.

4. Hold you available for duty on all days originally scheduled to fly.
5. Release you from duty with no further obligation.


(Note: your guarantee is not automatically protected. A FA may request Comparable Days (CD) later in the month to protect guarantee.)

The Company can only choose one of these options to protect your guarantee. If you are at the airport when the cancellation occurs, then options 1, 2 or 3 are likely to be used. If you are notified of the cancellation while you are at home and you are not rescheduled, the company generally uses option 4 and holds you available on days originally scheduled to fly.

If you are held available on the days you originally scheduled to fly, then you must contact Crew Schedule the day prior to each day originally scheduled to fly. The MIC call-in window for Domestic FAs is 0800 -1200 local base time. The MIC call-in window for International FAs is 1000 -1200 local base time.

Remember when you experience a cancellation, the key is to

contact Crew Schedule or Crew Tracking. Make-up will not protect your guarantee.

Each time you leave on a trip make sure you have your On Duty Contract Guide. Refer to it any time you have a Misconnection, Illegality or Cancellation (MIC). This ensures that you will not lose any pay to which you are entitled in the contract. 

### DID YOU KNOW?

#### Co-Terminal Layover Rest Policy

If your layover is in a city with a co-terminal and you are scheduled to arrive at one co-terminal and depart from another, that your scheduled layover should be built to no less than 9:30 hours. The actual layover should be no less than 9:00 hours free of duty. You must call Crew Tracking if your layover is scheduled for less than 9:00 hours. In order to provide the 9:00 hours free of duty (not behind the door) the company may choose to delay the departure or treat it as an illegality. Refer to page 15 of the On-Duty Contract Guide.

Jaimie McNeice

National Scheduling  
Coordinator  
5/2004 - 4/2008



## What Are Paper Legalities?

**T**he first time a FA thinks about 'paper legalities' is usually when a vacation bid has been awarded and a trip remains on your schedule unexpectedly. Article 9.T explains that a FA will not have the actual legalities of a trip s/he has been removed from for (this includes but is not limited to) vacation, training, jury duty, leave, personal emergency; but, will be considered illegal if there is a direct conflict between the two trip sequences (they overlap), or if there is less than the applicable report time and debrief period combined between the two trips (therefore, not 'paper legal').

**What this means:** If your last VC trip is scheduled to arrive at 1200 and your next trip is scheduled to depart at 12:30 that same day, with a debrief of :15 Domestically and :30 Internationally plus your sign-in time of 1:00 (:30 minutes if deadheading), you would be removed from the second trip, but without pay. This is because your trip does not touch an actual VC day, on a day of VC removal. MIC language would apply.

On the other hand, if your VC trip is scheduled to arrive at 1200 and your next trip is scheduled to depart at 14:00, the debrief time and report time can be accommodated and you will fly the second trip because you are paper legal.

Paper legalities are also important if you are flying prior to a vacation. Obviously, it is not always unavoidable, but flying a trip just before your VC can result in lost VC pay if it makes you illegal for your first VC trip. If a turnaround becomes a two-day, and creates a direct conflict with a VC-removed trip, the VC trip will be removed and unpaid. It is an expensive lesson. If possible, leave plenty of time between the last trip flown and the first trip in your vacation.

### **Do I have to accept a carry-over trip due to my last five-days of the month obligation?**

No. Your obligation ends at midnight on the last day of the current month because carry-over time is not protected. **You may choose to accept the trip, but you will not lose your protection**

**for refusing it.** The trip you must accept has to terminate (including debrief) by the end of your obligation period.

### **Waiving home-based rest**


Remember when trading a long-range or extended long-range trip, the reduced rest waiver is lost. Even if the original trip is traded back, the waiver entry **HIHBR/SEQ/SEQ ORIENTATION DATE** must be re-entered. The waiver will not be honored between the last trip of a month and following bid awarded sequences.

Do not forget the other two times when home-based rest can be waived. 1- When a FA chooses to exercise Appendix A, Deadhead (Article 7.Q), meaning the deadhead **departure** can be accomplished within a legal duty period although the entire deadhead portion will not be completed, the FA, at her/his option, may be scheduled for legal at-home rest based on the actual deadhead, not the scheduled deadhead. The waiver can be entered upon the FA's return to

home base. Upon return, if the FA is legal for the original sequence and it is still in open time, Crew Schedule will restore the original trip. This entry is as follows: **HIHBM/SEQ/SEQ ORIG DATE.**

Additionally, a Reserve that is able to Optional Exchange her/his Reserve assignment may choose to waive the rest period at home base following the dropped sequence (Article 10.D.2.a.3). If the FA does not waive her/his at-home rest after a dropped trip, the legalities associated with the trip will apply. This is the case for both Domestic and International Reserves. To waive at-home rest, a Reserve FA should enter: **HIHBW/SEQ/SEQ ORIG DATE.**

### **Letters of Agreement**

APFA has agreed to continue the Reserve Trip Trade test and the IOR Long-Call Reserve test. The Reserve Trip Trade test has had some success, although it is fairly limited by the time Reserve assignments are made. At IOR, FAs are entering the long call preference and it is being awarded on some occasions. 

Patty French

National Health  
Coordinator  
5/2004 - 4/2008



# Tuberculosis (TB): Risk Factors and What We Need to Know

With AA's continued route expansion to areas of the world where communicable diseases are on the rise, the APFA Health Department has seen a correlating increase in AA Medical's notification to our crews and passengers that one or more passengers was diagnosed with a communicable disease.

On that note, it is likely that the disease prone to invoke the greatest amount of fear for FAs is Tuberculosis (TB). There are several legitimate factors that generate this fear:

- 1) it is a serious disease;
- 2) it is a disease about which FAs know very little; and
- 3) AA medical does not maintain easy access to information for its employees to make informed choices about risks and health care needs related to this disease.

The following is drawn primarily from the American Lung Association's Web site as it is the most objective and the easiest to comprehend. More information is available at [www.lungusa.org](http://www.lungusa.org).

## What is TB?

TB is an infectious disease that usually attacks the lungs but can

descend upon almost any part of the body. It is spread from person to person through the air. When someone with TB in their lungs or throat coughs, sneezes or talks, the germs can be spread into the air. If another person inhales these germs they may become infected. However, repeated contact over a prolonged period of time is usually required for infection.

There is a distinct difference between being infected with TB and having TB disease. Someone who is infected with TB has the TB bacteria in their body. The body's defenses are protecting them from the germs and they are not sick. This is referred to as *latent TB*.

Someone with the TB disease is sick and can spread the disease to others. A person with TB disease needs to see a doctor as soon as possible. This is referred to as *active TB*.

It is difficult to become infected with TB. Close contact with and repeated exposure to someone with TB disease over a long period of time is most common. TB often spreads between family members, close friends, and people who work or live together. TB is spread when confined to closed spaces

over a long period of time. However, transmission on an aircraft, although rare has been documented. This does not mean that the crew is at the highest risk. Remember, the bacteria must be airborne, and then inhaled by another person in order to contract TB.

Q: So, who is at the highest risk?

A: The person seated next to someone with *active TB*.

Even if a person is infected with TB, does not necessarily mean they will become infected with the disease. Most people who become infected do not develop TB disease because their body's defenses protect them. According to the American Lung Association, experts believe that about ten million Americans are infected with TB germs and only about ten percent will develop TB disease. Ninety percent will never get sick from the TB germs or be able to spread them to other people.

## Who gets TB?

While anyone can get TB, some groups are at a higher risk to contract active TB disease. These groups include:

- *People with HIV infection*

- *People in close, prolonged contact with those known to be infectious*
- *People with conditions that suppress their immune systems*
- *Foreign-born people from countries with high TB rates*
- *People who work in or are residents of long-term care facilities (nursing homes, prisons, some hospitals)*

- *Health care workers*

- *People who are malnourished, or are alcoholics, IV drug users or homeless*

## What are the symptoms?

A person with TB infection will have no symptoms. Someone with TB disease may have the following symptoms:

- *A cough that won't go away*
- *Feel tired all the time*
- *Weight loss*
- *Loss of appetite*
- *Fever*
- *Coughing up blood*
- *Night sweats*

If medical has received word from the CDC that a passenger on your

flight has active TB disease, AA medical or flight service will contact you. You must then decide with the help of AA medical or your health care provider whether a TB skin test is appropriate for you. Remember that the TB skin test will tell you if you have been exposed to TB. It will not tell you whether you have active TB. Other tests would be recommended by your doctor to determine if you have active TB disease.

It is important to remember that if you have a passenger on your flight with active TB disease, speak with both an AA medical and your health care provider. They will determine whether a TB skin test is appropriate for you and if so, when the test should be administered. My hopes are that by the time you read this article, appropriate procedures will be in place to make the latest information available. This will enable you to make the best choice regarding your health care. ▲

## APFA EAP Specialist

[eap@apfa.org](mailto:eap@apfa.org)  
817.540.0108, ext. 8701

**Dané Townsend-  
Pepper**

National Hotel  
Coordinator  
5/2004 - 4/2008



# NEWS & REVIEWS

## INTERNATIONAL

**Barcelona** Due to new service to BCN a review was conducted. Crews will layover at the NH Costanza Hotel located on Deu i Mata Street 69-99 in Barcelona.

**Brussels** APFA requested a site inspection to move from the Brussels airport location. The Silken Hotel (formerly the Dorint) was selected.

**Paris** APFA is pleased to announce that after great efforts, our contract with the Marriott has been renewed.

**Moscow** Service to Moscow will begin on June 2, 2008, out of Chicago. Crews will layover at the Milan-Wel Hotel located on Shipilovskaya Street, 28A in Moscow.

**Grand Cayman** An inspection was necessary due to contract expiration. We will remain at the Marriott.

**Sao Paulo** Both the long and short GRU contracts expired. Crews will continue to be housed at the Marriott for short layovers and the Renaissance for long layovers.

**Milan** Service to Milan will return this summer out of New York. Crews will layover at the Nhow Hotel located on Via Tortona 35 in Milan.

**Providenciales** Due to contract expiration and crew members' dislike of the former property, a site inspection was performed. The new property is the Club Med.

**Panama City** A new hotel, the Sheraton Panama Hotel, was selected during the site inspection process.

**Santiago, Dominican Republic** We have re-signed with the Hodelpa Gran Almirante Hotel and Casino.

## DOMESTIC

**Ft. Lauderdale** Our long layover contract expired and the property decided it no longer desired crew business. We have moved to the Crowne Plaza on Ocean Drive.

**Oklahoma City** A site inspection was performed due to the contracts expiration. Long layover crews are now housed at the Sheraton Midwest City.

**Omaha** Our contract expired for the long layover hotel. However, we will continue to partner with the Hilton Garden Inn downtown for crew layovers.

**Norfolk** The extensive renovations at the Sheraton Norfolk have been completed and we will be returning to the property on April 1, 2008.

**San Jose** Long and short inspections were performed due to contract expiration. We will remain at the Wyndham for short layovers and the Hilton for long layovers.

**Fayetteville** An inspection was necessary due to contract expiration. The new property is the Candlewood Suites.

**Calgary** Due to contract expiration a site inspection was performed. We will remain at our current hotel the Executive Royal Inn.

**Toronto** The Sandman Signature Hotel will be our new home for short YYZ layovers.



# KNOW BEFORE YOU GO

Over the past 4 years of commuting to DFW to work at APFA Headquarters, FAs ask me, "What is the FAA looking for and what should I be aware of?" That inspired me to write this article. The FAA has increased fines and exactly who is assessed for FAR violations. Previously, a FA would be fined a maximum of \$1,100 per infraction when found to have with an out-of-date manual.

Well, a lot has changed. so below I have made a list of the FAA's "hot buttons," as well as just who will be fined and the maximum amount of fines levied.

---

## **FAR 121.137, Personal Flight Attendant Fine, Up to a Max \$10,000 per infraction:**

Once the insertion date of a manual revision or bulletin has passed, walking on the aircraft to work a flight without the manual revision/bulletin properly logged/inserted is an FAA violation. Intending to insert them in-flight after the service is finished is a violation. Pages of the revision/bulletins must be separated and staples removed, as well as confirmation to the FAA that you have read and understand the information and/or changes in the bulletin/revision.

---

## **FAR 121.585, Company Fine, Up to Max \$25,000:**

A window exit briefing must be completed prior to closing the door on any aircraft equipped with a window exit (S80, 737-800, 757-200 and the 767-200/300). This ensures that passengers meet the criteria for exit operation and can be resealed before departure (if necessary). Please review In-flight Manual station assignment charts for the FA responsible for the window exit briefing. (Good rule of thumb: if you are the #4 FA on an aircraft with a window exit, you are responsible.)

---

## **FAR 121.589, Company Fine, Up to Max \$25,000:**

The agent is NOT allowed to close the aircraft door for departure until the FA advises him that all carry-on items are stowed, overhead bins are closed and exit rows briefed. If the agent asks the pilots if it is ok to close the door with the bins open and luggage not stowed and the pilots allow the infraction the pilots are held responsible and must report the violation.

---

## **FAR 121.391, Personal Flight Attendant Fine, Up to MAX \$10,000:**

Once agents close the aircraft doors for departure, all galley

compartments must be closed. If you have not completed your pre-departure duties (i.e. serving beverages, using the 3 tier cart for International newspapers, etc.) you will be unable to continue as compartments and items must be stowed at that time. For those that recall flying the DC-10 lower lobe galley position, we were not supposed to be downstairs in the galley setting up after the aircraft door was closed.

---

## **FAR 121.589, Company Fine, Up to Max \$25,000:**

When a manual demo is required, FAs often open the overhead bins to store their demo equipment rather than lay the items on the floor or seat. An open overhead bin while the aircraft is moving is an FAR violation. The bins must remain closed during taxi.

---

## **FAR 121.571, Company Fine, UP to Max \$25,000:**

When completing a manual demo, passengers seated behind a bulkhead or galley unit must view the demo. FAs should repeat the demo in those areas so all passengers are aware. (Example: 1st row of coach, behind the F/C divider or on the reconfigured or TWA aircraft, those 4 passengers seated on the A/B side behind the G4 galley.)

---

## **FAR 121.391, Personal Flight Attendant Fine, UP to Max \$10,000:**

Immediately after the safety demo, you make the compliance check during taxi and strap into your jumpseat. You are not allowed to be: up taking preference in the cabin or distributing service items, in the galley, talking, eating, or setting up for the service. You must be seated and strapped in.

---

## **FAR 121.317 and FAR 121.571, Company Fine, Up to Max \$25,000:**

When the seatbelt sign is illuminated and a passenger gets up, you cannot state to them: "It's ok but you are up at your own risk." This is telling the passenger it is ok to break the FAR. You should state: "As per FAA regulations, I must advise you that the seatbelt sign is illuminated."

---

## **FAR 121.391/393, Company Fine, UP to Max \$25,000:**

Stepping off the aircraft during passenger deplaning to place your luggage on the jetbridge or set-up a passenger stroller/wheel chair, etc., and leaving less than a minimum crew on the aircraft is a minimum crew violation.



# ACCIDENTS AND INCIDENTS

## OCT '07 LAX-BOS 757

The smoke alarm drew attention to what smelled like marijuana smoke from the LAV. PAXs waved their hands to redirect the smoke. The FAs stated that the entire coach cabin smelled of marijuana smoke. Law Enforcement Officers (LEO) met the flight and the PAX involved was arrested for possession of a controlled substance. Airport police notified the FBI.

## OCT '07 GCM-MIA 737-800

A single jolt of severe turbulence occurred during flight to MIA. Injuries to two FAs and three PAXs were reported. The seatbelt sign was illuminated when the turbulence occurred. The injured FAs were able to complete their duties. An emergency was declared and flight landed without incident. Paramedics met the flight upon arrival in MIA and attended to injured FAs as well as PAXs.

## OCT '07 LHR-ORD 777

Approximately two hours into the flight from LHR a male PAX experienced an apparent heart attack. Two onboard doctors and one nurse assisted the FAs. AED was used and shocks administered. Despite efforts the PAX expired. Decision was made that flight would continue to ORD. Two PAXs assisted FAs and relocated expired PAX to the crew bunk rest area. The flight was met by authorities and Chicago MOD as well as APFA reps.

## OCT '07 DFW-IND S80

During deplaning, a man dressed in a suit approached the aircraft door from the top of the jetbridge. The #1 FA stopped the man

from entering the aircraft and inquired if he needed assistance or perhaps had forgotten something on board. She did not recognize this person from the flight. The man showed the FA his TSA badge and airport ID badge and introduced himself. The TSA inspector explained that he was pleased she questioned him and didn't allow him on the aircraft without a boarding pass. Had he been allowed to board A/C, AA would have been cited and fined for a security breach. The inspector did note that the AA agent should have stopped him at the jetbridge door. The CAPT was advised of the incident. No citation or fine was assessed against AA.

## NOV '07 MIA-BWI 757

Female PAX passed out during the flight. The FAs moved the PAX to empty row to rest. This PAX had consumed two glasses of wine along with some medication. CAPT contacted BWI OPS and informed PAX had been denied travel on an earlier flight for inappropriate behavior (exposing her breasts) on a flight. Paramedics and LEO met the flight on arrival in BWI where the PAX was detained and questioned.

## NOV '07 ORD-LGA S80

Twelve minutes before landing in LGA, a NYPD downtown location received a bomb threat and relayed the information to LGA Port Authority. Upon landing in LGA, Port Authority directed aircraft to remote location. The PAXs deplaned via the rear airstairs and were detained on buses. Checked and carry-on baggage was placed on the ramp for bomb sniffing dogs. Nothing was found. PAXs and bags were released. All crew members were detained, questioned and debriefed and the threat determined a hoax.

## DEC '07 ORD-SJU-MIA 767-300

Boarding aircraft in ORD, a male PAX soon exhibited unusual behavior, talking to himself and not making sense. He refused FA instructions to remain seated and went to the LAV at departure. Crew members concluded this PAX could not comprehend instructions and he was removed from the flight. The PAX had been recently released from a mental facility, and AA required that he travel with an assistant in the future. After a delay, flight departed from ORD. During the flight to SJU, a female PAX became ill and lost consciousness. A doctor onboard assisted, a medical emergency was declared and the aircraft landed in MIA. Paramedics met the flight, transported the ill PAX to a local hospital. The flight refueled and departed MIA for SJU.

## JAN '08 STL-SFO 757

During the flight, a PAX with a carry-on pet did not comply with AAs policies. The PAX allowed his pet out of the kennel. The FAs and the CAPT requested that the PAX return the pet to the kennel but the PAX refused. CAPT requested LEO meet the flight in SFO. LEO questioned then released the PAX. The local CSM in SFO advised this PAX to check his pet in order to continue his travel. The PAX drove to LAX instead of connecting to his AA flight and was not reimbursed for the SFO-LAX portion of his ticket.

Jena Hopkins

APFA Retirement  
Specialist

# 2007: The Year in Numbers

The chart below shows the number of FAs who began their pension benefit payments in 2007. This is not necessarily the number of people who retired; those charts are available on APFA's and AA Flight Service's websites. Some of the pensions began from active status which is regular retirement and some from terminated/vested status which are those who quit before full pension age and are now eligible, or those who retired/quit and chose to delay their payments.

Month	Active Status	Terminated/Vested
January	54	8
February	30	9
March	41	11
April	28	8
May	36	12
June	42	5
July	59	13
August	40	8
September	26	6
October	54	6
November	34	12
December	29	4
<b>Total</b>	<b>473</b>	<b>102</b>
<b>Grand Total</b>	<b>575</b>	

In early March 2007, we had 2,898 FAs receiving benefits from the FA Pension Trust Fund. In 1997 there were only 300 receiving benefits and in 2002 there were 506. We added more in the year 2007 than the total of all the years of inception to 2002.

# ALERT

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## How do you see your financial future?

**Are you prepared for a much longer retirement?**

Well, you should be! A woman who reaches age 50 today might expect to see her 93rd birthday!

**How will that affect your lifestyle and finances?**

I think it means that you will have to prepare for retirement much differently than your parents had to.

**What to do next:**

*Contact Evan Levine for your complimentary one-hour retirement planning consultation - especially for AA flight attendants that are within 5 years of retirement.*

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