



MEMBERSHIP MEETING

July 11 2024



ARE YOU FOLLOWING US ON INSTAGRAM?

 ***@apfaunity***



ASSOCIATION OF
PROFESSIONAL
FLIGHT ATTENDANTS

MEMBERSHIP MEETING

July 11 2024





Negotiations Update





STRIKE COMMAND CENTER



APFA Strike Command Center: 806-4STRIKE

(806) 478-7453

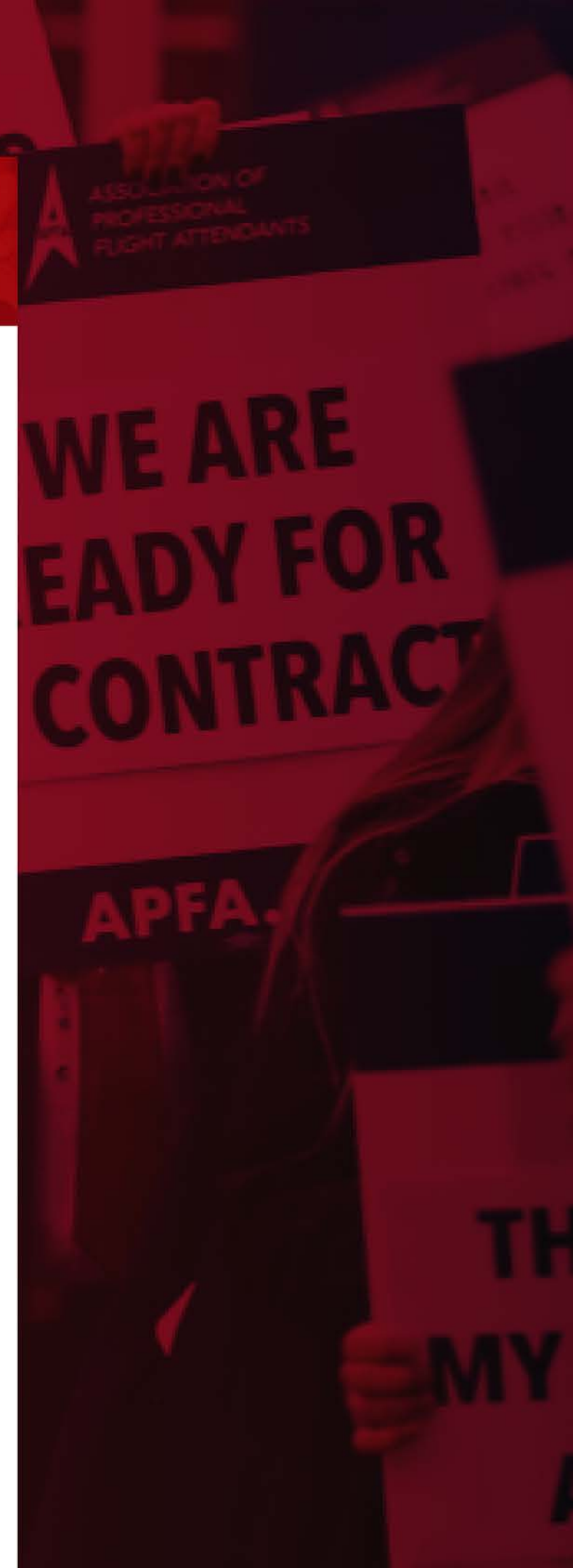
strike@apfa.org

Command Center Open Daily, 9am to 5pm CT

Labor Union Endorsements

Union Endorsements

At APFA, we are proud to have the support of our fellow labor unions. Their endorsements strengthen our resolve and unity as we continue to fight for the rights and well-being of workers everywhere. Together, we stand firm in our commitment to ensure fair contracts, safe working conditions, and equitable opportunities for all.



SOLIDARITY on social!

apfaunity 9+ 1,337 posts 13.6K followers 670 following

APFA - Association of Professional Flight Attendants

apfaunity

Labor Union

The UNION representing 28,000 American Airlines Flight Attendants Ready to strike Learn More Tap Link linktr.ee/apfa_unity

Professional dashboard
254K accounts reached in the last 30 days.

Edit profile Share profile

STRIKE BO... WdoA June WDoA Recent Hot... 11.16.23

Grid of 18 social media posts showing various union support graphics for American Airlines flight attendants. The graphics include logos for ALPA, SWAPA, NATCA, IAM, ITD, TWU Local 579, Malden Education Assoc, Tarrant County CLC, UAW Region 9A, and 32BJ SEIU. Each graphic features the text 'AMERICAN AIRLINES FLIGHT ATTENDANTS IN THEIR FIGHT FOR A CONTRACT'.

ALPAPILOTS Posts

alpapilots

MY UNION SUPPORTS AMERICAN AIRLINES FLIGHT ATTENDANTS

Liked by ord_apfaunity and 466 others

alpapilots While @AmericanAir executives gave themselves raises and bonuses up to 60% of their salary, their flight attendants... more

View all 10 comments

alliedpilots

ALLIED PILOTS SUPPORT

AMERICAN AIRLINES FLIGHT ATTENDANTS

IN THEIR FIGHT FOR A CONTRACT

Liked by ginger_squash and 87 others

alliedpilots In a press release, the Allied Pilots Association voiced its support for American Airlines' flight attendants, emphasizing... more

APFAUNITY Tagged Manage

twulocal579

TWU LOCAL 579 SUPPORTS

AMERICAN AIRLINES FLIGHT ATTENDANTS

IN THEIR FIGHT FOR A CONTRACT

Feature in your shop Request

30 likes

twulocal579 TWU Local 579 is turning up



Stand With Us

ASSOCIATION OF PROFESSIONAL FLIGHT ATTENDANTS

Log In

STRIKE Negotiations The Union News Bidding On the Job Resources Contract Bases Forms

Stand With Us

Why We Fight What We Need Join Us Listen to Our Stories Union Endorsements

The Unsung Heroes of the Skies: Flight Attendants at American Airlines

Flight attendants are more than just the smiling faces aboard American Airlines flights; they are the heartbeat of the airline's success. Despite facing challenges in compensation and work rules, these dedicated professionals continue to show unwavering commitment to their passengers day in and day out.

Throughout the pandemic, American Airlines flight attendants exemplified resilience and dedication. They braved unprecedented dangers to ensure passengers reached their destinations safely and with care. While many stayed home to protect their health, these essential workers stepped forward, ensuring essential travel could continue.

Flight attendants are the front lines of customer service, safety, and comfort in the skies. Beyond serving meals and ensuring safety protocols, they provide a reassuring presence in times of turbulence, both literal and figurative. They embody American Airlines' commitment to excellence and passenger satisfaction.

Now, more than ever, American Airlines flight attendants are ready for a new contract that acknowledges their invaluable role. They seek recognition for their hard work and dedication, advocating for fair compensation and improved working conditions that reflect their integral part in the airline's success.

Together, let's support the flight attendants who make American Airlines soar.



Why We Fight

Time for Recognition: American Airlines Flight Attendants Demand Fairness



American Airlines prides itself on being a leader in performance metrics and categories within the industry. However, its flight attendants have not seen corresponding recognition for their pivotal role in achieving these milestones. As the airline excels, the disparity between the hard work of its flight attendants and their compensation and work rules has become increasingly apparent.

Flight attendants at American Airlines find themselves falling behind their industry peers in terms of pay and work conditions. Now more than ever, American Airlines flight attendants are advocating for pay and work-rule improvements that are long overdue. They seek a contract that reflects the realities of their demanding job and recognizes their sacrifices and dedication.

Get the Latest Updates

Get the latest news and updates about APFA contract negotiations by subscribing to our email list. We'll keep you informed about negotiations and any upcoming actions. Thank you for your support!

Name *

First Last

Email *

Sign Up

We do not sell the data we collect from

Public Supporter Social Media Icon Images

Members of the public and APFA supporters can download these images to use on their social media to show support for APFA Flight Attendants and their fight for a contract

SUPPORTING AMERICAN AIRLINES FLIGHT ATTENDANTS APFA.ORG

PASSENGERS SUPPORT AMERICAN AIRLINES FLIGHT ATTENDANTS APFA.ORG

MY UNION SUPPORTS AMERICAN AIRLINES FLIGHT ATTENDANTS

I SUPPORT AMERICAN AIRLINES FLIGHT ATTENDANTS IN THEIR FIGHT FOR A CONTRACT APFA.ORG/STRIKE

PASSENGERS SUPPORT AMERICAN AIRLINES FLIGHT ATTENDANTS APFA.ORG

MY UNION SUPPORTS AMERICAN AIRLINES FLIGHT ATTENDANTS APFA.ORG

Download Image

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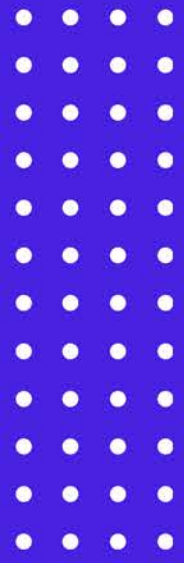
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SBA



Larry Salas
National Vice President



- **14 Settled SBA Cases**
During April - May 2024
- **9 Settled Terminations**
During April - May 2024
- **0 Cases Going to QSB**
As of May 2024
- **0 Scheduled Termination Arbitrations**
As of May 2024

Quarterly System Board (QSB) Achievements

- Attendance points mitigations
- Performance points mitigations
- Pay claims
- Jury Duty pay
- Early Boarding claim

December 2023 - May 2024

- 127 Terminations Settled
- 44 Submitted NODs Settled

Quarterly System Board (QSB) Achievements

- Attendance points mitigations
- Performance points mitigations
- Pay claims
- Jury Duty pay
- Early Boarding claim

December 2023 - May 2024

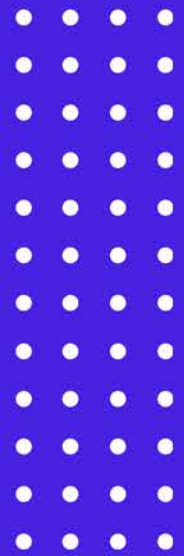
- 127 Terminations Settled
- 44 Submitted NODs Settled

Open Presidential Grievances

- Jury Duty – Currently in Pre-Arbitration Conference
- Jumpseat Practices – Currently in Pre-Arbitration Conference

Staffing Presidential

- APFA/AA closing briefs due August 2, 2024
- Expect a decision from the Arbitrator in late Summer or early Fall



Diversity Equity & Inclusion



Ondrea Wallace

Owallace@apfa.org
DEI@apfa.org



- **June 2, 2024: DFW Pride**
- **June 30, 2024: NYC Pride**
- **August 18, 2024: CLT Pride**



CLT Pride Sign Up



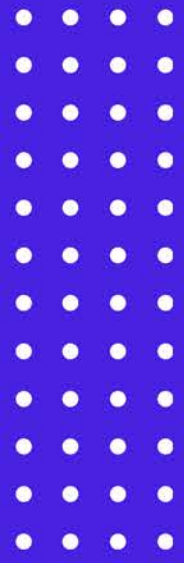
August 18th 1pm-4pm

- https://actionnetwork.org/events/apfa-clt-pride-parade?source=direct_link&



**ASSOCIATION
FLIGHT**

- **Caribbean American Pin**
- **Active Military/Veteran Flight Attendant Pin**
- **Continuation of LatinX pin**



CONTRACT & SCHEDULING



Jeff Petersen
Contract & Scheduling

Marti McMillan
Contract & Scheduling



Last Sequence / Last Series Pay Protection Examples:

During the latest IROPS impacting the last two weeks of May, we received many pay inquiries regarding Last Sequence/Last Series Pay Protection.

- The concept behind most pay protections is to make the Flight Attendant whole, not to provide a “windfall”
- DC removal code indicates the first trip overlaps with the second trip, creating a direct conflict
 - Flight Attendant is paid the combined original value of both trips, or actual hours/rig time if greater
 - Two 15 hour 3-day trips have a direct conflict
 - Pay Protections are added to make sure Flight Attendant is paid 30 hours for the combined original value of both trips
- FI removal code indicates there was not FAR legal rest between two trips, but the trips do not overlap
 - Flight Attendant is paid the value of the completed first sequence, in addition to the original value of the second trip

EXAMPLE 1



```
29437 EXP TAFB 68.46 STL 3 TUS 2 DFW 2%
ATC GATE HOLD - SEE LEG DETAIL%
LASTSQSR - SEE LEG DETAIL%
27 61 HLDGTME 2.00 0.00%
29 61 DC OT 29469 FA4 X1218%
X1950 X1819%
30 61 DC OT X1817 X2616 %
MD<<
23 61 OE 29401 FA4 X2340 %
24 61 OE X560 0.00 0.00 0.00%
AB 0.00 PT 0.00%
OPT EXCH - SEE LEG DETAIL%
25 61 %
26 61 29437 FA4 -890 3.00 2.45 3.00%
27 61 -872 -2522 5.14 5.20 5.25%
28 61 -2926 C1659 3.00 4.14 4.29%
29 61 D2767 8.46 20.00 2.19 7.06 20.00%
AB 15.00 PT 0.00%
29437 EXP TAFB 68.46 STL 3 TUS 2 DFW 2%
ATC GATE HOLD - SEE LEG DETAIL%
LASTSQSR - SEE LEG DETAIL%
27 61 HLDGTME 2.00 0.00%
29 61 DC OT 29469 FA4 X1218%
X1950 X1819%
30 61 DC OT X1817 X2616%
31 61 DC OT X2182 0.00 0.00 0.00%
AB 0.00 PT 0.00%
DIRCON - SEE LEG DETAIL%
31 61 PD PROJ 10.30 10.30%
01 61 %
END OF DISPLAY%
```

Original value of 3-day seq 29437/4 on the 26th was 15.00

Original value of 3-day seq 29469/4 on the 29th was 15.30

Original total was 30.30

When seq 29437 went into an extra day, it paid 20.00

The FA didn't fly the remaining two days of seq 29469, and they were paid 10.30 for the DC.

Total paid was 30.30

EXAMPLE 2



```
16693 EXP TAFB 55.32 IAH 3 IAH 2
RCD GATE HOLD - SEE LEG DETAIL
26 61
27 61
28 61 TT 17121 FA2 -1175 3.52 3.52 3.52
29 61 TT -778 -1372 6.53 6.49 6.55
30 61 TT C2873
31 61 TT -1791 10.57 21.42 1.55 11.37 22.24
AB 15.20 PT 0.00
17121 EXP TAFB 78.24 SFO 2 MEM 5
MIDSEQ 24 - SEE LEG DETAIL
RCD GATE HOLD - SEE LEG DETAIL
LASTSQSR - SEE LEG DETAIL
31 61 DC TT 2797 FA3 X2154
01 61 DC TT X2155 0.00 0.00 0.00
AB 0.00 PT 0.00
MIRCON - SEE LEG DETAIL
01 61 PD PROJ 3.06 3.06
END OF DISPLAY
```

Seq 17121/2 on 28 May: 3 day original value was 15.20

Seq 2797/3 on 31 May: Red eye turn value was 10.10

Total combined value was: 25.30

In actual operations:

Seq 17121 on 28 May became a 4 day and paid 22.24

They added a line item on the H11 showing a PD PROJ of 3.06

Total paid was 25.30

EXAMPLE 3



```
30 61 11      WBT TRNG          3.00  0.00
31 61      RED FLAG          5.00  0.00
31 61      OT  14568  FA3   -339
                C1342          3.00    2.24  5.32
01 61      OT          D2769          7.00 10.00  2.13  4.28 10.00
                AB  5.00    PT  0.00
                14568 EXP TAFB 26.38 PHX 3
LASTSQSR - SEE LEG DETAIL
01 61      PP  2.50          36.00  0.00
01 61      INTOVRDE          36.00  0.00
01 61      VC LANG          36.00  0.00
01 61 DC  OT  14834  FA2   X2061
                X2061          0.00  0.00    0.00
                AB  0.00    PT  0.00
DIRCON - SEE LEG DETAIL
END OF DISPLAY
```

Seq 14568/3 on 31 May was a turn paying 5:00
Seq 14334/2 on 1 Jun was a turn paying 5:00
Combined value was 10:00

Seq 14586/3 on 31 May extended into 1 Jun and the trip paid 10.00, and created a direct conflict with 14834/2 on 1 Jun. Since the FA was paid 10.00, they aren't due any additional pay and have been made whole.

May Irregular Operations Debrief

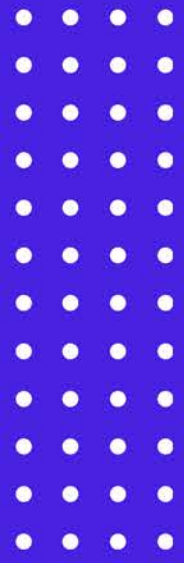


On June 25th, APFA President Julie Hedrick, Vice President Larry Salas, and Contract and Scheduling Chairs met with the Managing Director of Crew Scheduling, Mark Kilayko, and other management from Crew Scheduling to debrief the IROPs from the end of May.

Management was given copies of every IROPs report form submitted to APFA during the DFW IROPs in May. There were over 1000 reports submitted.

THE TOPICS INCLUDED:

- **NO HOTEL ROOM/ TRANSPORTATION PROVIDED**
- **NO POSITIVE CONTACT**
- **NON-CONTRACTUAL RESCHEDULES**
- **LOST CREWS**
- **UNREASONABLE MISSED TRIPS**
- **EXCESSIVE HOLD AND WAIT TIMES FOR SCHEDULING, TRACKING AND HOTEL/LIMO**
- **BIZ HERO FAILURES**



SAFETY & SECURITY



Andrew Rhinehart

Safety & Security Chair



Utilize the APFA Notification System!



817-357-8786

The **APFA Notification System** initiates internal procedures within the union, as well as provides contact information and steps to follow immediately after an event.



THE APFA NOTIFICATION SYSTEM

817-357-8786



PROMPT	WHEN TO USE THIS PROMPT?
1 IMMEDIATE EMERGENCY ASSISTANCE	Any safety or security concerns while on duty that require immediate assistance and notification to both APFA and the AA IOS Center.
2 CABIN ODOR/FUME EVENT	For immediate notification of exposure to a cabin odor/fume event, as well as necessary steps to follow immediately afterwards.
3 ASSAULT WHILE ON DUTY	For immediate notification of any assault either on the aircraft, at the airport, or while on layover.
4 MISSING FLIGHT ATTENDANT	For immediate notification for when a FA is known to be missing while on layover, isn't present at van pick-up, or report time.
5 SICK OR INJURED WHILE ON DUTY	For immediate notification of any injury or illness either on the aircraft, at the airport, or while on layover.
6 EXTREME CABIN TEMPERATURE OR HOT CABIN EVENT	For immediate notification of all hot cabin events. Necessary procedural information will be provided, along with contacts for IOD if you're experiencing symptoms of heatstroke, and reporting links to CERS, Cabin ASAP, and the APFA Hot Cabin Report Form.

Summer Safety Reminders

Hot Cabins, Turbulence, and Cabin Odor/Fume Events



Immediate support information can be provided by calling the ***APFA Notification System***: [817-357-8786](tel:817-357-8786)

Please report all Hot Cabin, Turbulence, and Cabin Odor/Fume Events with a **CERS** and a **Cabin ASAP**.

For all Cabin Odor/Fume events and Hot Cabin events, after filing the necessary reports, please fill out the **APFA SOF Report Form** and the **APFA Hot Cabin Report Form** which can be found on the Forms page of APFA.org.



***Air Carrier Training
Aviation Rulemaking Committee
(ACT ARC)***

**Lori Vitto-Glatty
Allie Malis**

**APFA Townhall
July 11, 2024**

Turbulence-related accidents are the most common type of accident involving air carriers operating under [14 CFR Part 121].

From 2008-2018-The National Transportation Board (NTSB) found that turbulence-related accidents accounted for more than a third of all part 121 accidents

National Transportation Safety Board safety research report, "Preventing Turbulence-Related Injuries in Air Carrier Operations Conducted Under Title 14 Code of Federal Regulations Part 121"

Turbulence Training Work Group



Steering Committee-decisions must be unanimous

Participants: AFA, APFA, ALPA, A4A, FSI, CAPA, RAA

Next Meetings: Sept 4th and 5th, 2024 DFW

Outcomes Turbulence Training Work Goup (TTWG) created

Turbulence Training Working Group (TTWG) has put together its team represented by AFA, APFA, ALPA, A4A, CAPA (APA), RAA and many more unions

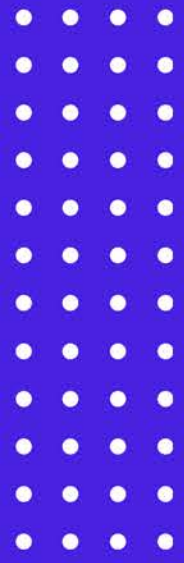
Co-chairs: Labor Rep. Lori Glattly (APFA), Rory Copley (AA)

- Scope of Work
- Team has been divided into two groups
- Focusing on current training, and emerging training
- Review/analyze current (US and international) training and procedures (including information in crew manuals) that are designed to mitigate adverse impacts of turbulence on health and safety of cabin crew and passengers.

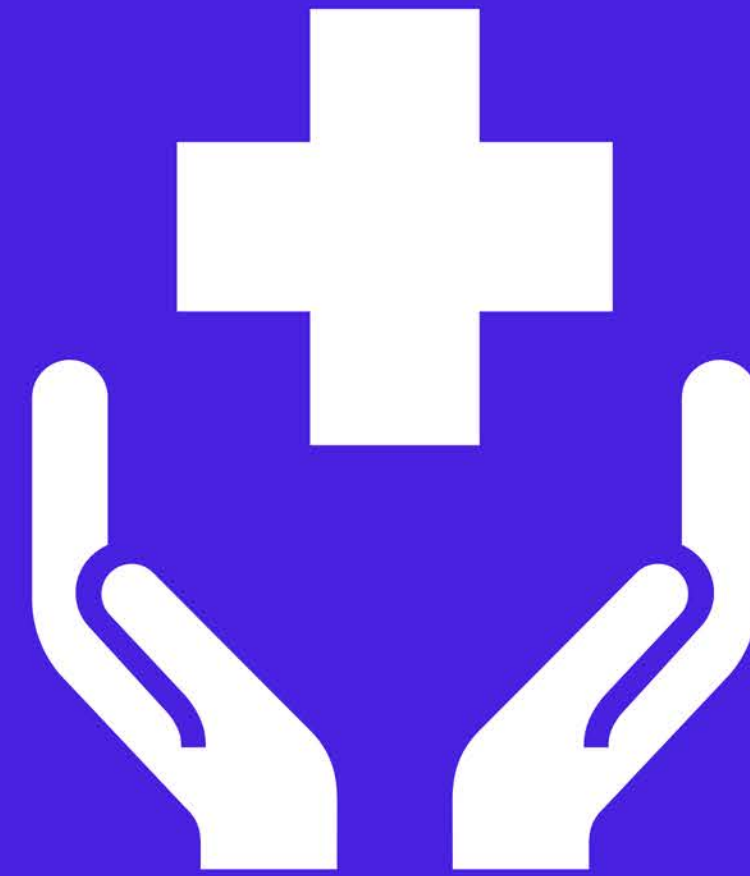
- Focusing on operational policies and procedures
- Review/analyze operational policies (including dispatch, ATC and NOAA)

- Develop recommendations to FAA/Industry
- Based on the above reviews/analyses, develop recommendations to enhance flight attendant, dispatcher and pilot training in order to reduce turbulence accidents and incidents.

- Near Term Deliverables
- Detailed tasks/milestones – TBD



HEALTH



Hayley Brewer
National Health Chair
Presented by Cathy Sharp

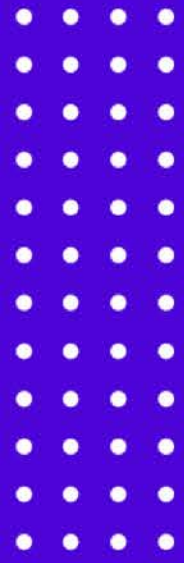




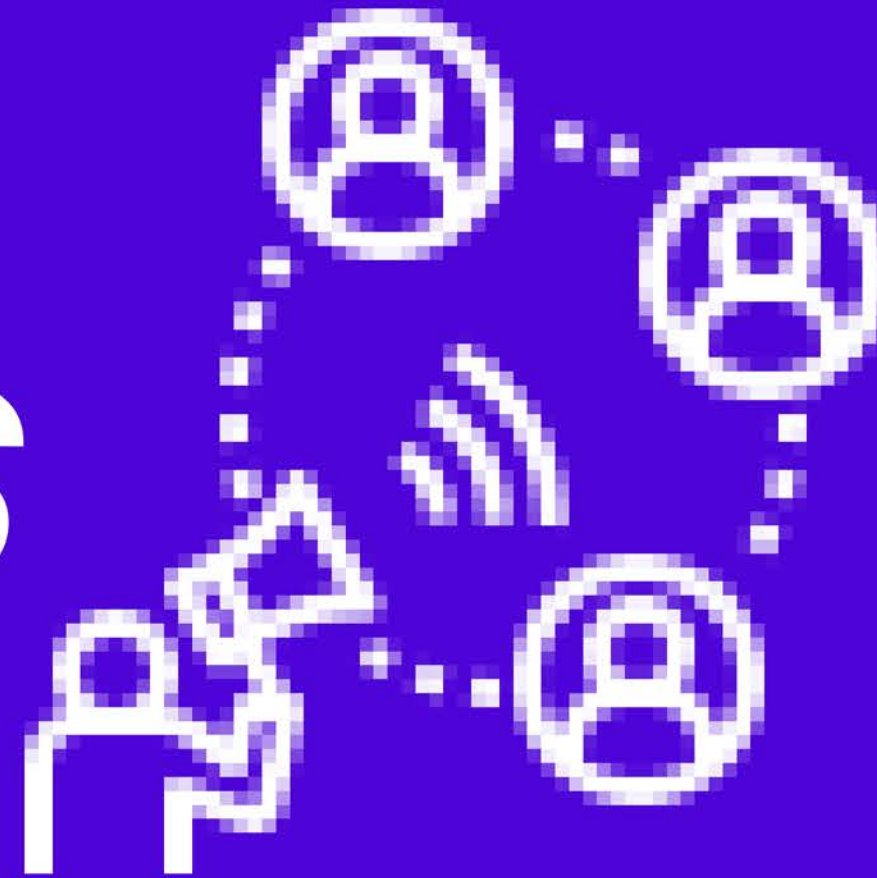
Surgery Plus

A letter was recently mailed out from SurgeryPlus to AA team members informing them of SurgeryPlus benefits. The contents covered who they are, what they do, and how to utilize their services. Outside of bariatric surgery, SurgeryPlus is still a **voluntary** service.

To find more information on SurgeryPlus please visit:
[My.AA.com>Health and Well-being resources>SurgeryPlus](https://my.aa.com/Health-and-Well-being/resources/SurgeryPlus)



COMMUNICATIONS



Paul Hartshorn Jr.
National Communications Chair



APFA In the News



American Airlines flight attendants 'one step closer to a strike' after talks end without agreement: union

Fox Business | June 21, 2024



Photo Credit: Giorgio Viera / AFP via Getty Images

[Read the Article](#)

American Airlines, union fail to reach deal on new contract

Reuters | June 21, 2024



Photo Credit: Mike Blake/REUTERS

[Read the Article](#)

American Airlines flight attendants end bargaining without a deal

Dallas Morning News | June 20, 2024



Photo Credit: Juan Figueroa / DMN Staff Photographer

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APFA In the News

News Articles

[American Airlines flight attendants 'one step closer to a strike' after talks end without agreement: union](#) | Fox Business - 6.21.24

[American Airlines, union fail to reach deal on new contract](#) | Reuters - 6.21.24

[American Airlines flight attendants end bargaining without a deal](#) | Dallas Morning News - 6.20.24

[American Airlines Flight Attendants Are Willing to Go on Strike if They Cannot Reach a Deal](#) | WBAP - 6.14.24

[American Airlines flight attendants picket at DFW after rejecting 17% pay raise](#) | Dallas Morning News - 6.13.24

[American Airlines Flight Attendants Expect Release From Mediation](#) | Forbes - 6.13.24

[American Airlines flight attendants say they're sleeping in cars because they can't afford the cost of living](#) | Quartz - 6.11.24

[American Airlines flight attendants say their pay is so low, they fight for airplane meals to save money and sleep in their cars—and they're ready to strike](#) | Fortune - 6.08.24

[American Air Flight Attendants Union Rejects Pay Hike Offer](#) | Bloomberg - 6.05.24

[American Airlines offers pay bump as flight attendant union opens strike center](#) | Dallas Morning News - 6.05.24

[Union rejects American Airlines' latest proposal offering 17% wage hikes](#) | Yahoo finance - 6.05.24

[American Airlines flights may soon be missing flight attendants](#) | The Street - 6.05.24

[American Airlines Flight Attendants Reject Immediate Pay Raise As Tensions Mount](#) | Forbes - 6.05.24

[American Airlines offers flight attendants immediate 17% wage hikes amid contract talks](#) | Fox Business - 6.05.24

[As American Airlines flight attendant contract talks happen, their union prepares for a strike if necessary](#) | WFAA - 6.05.24

[American Airlines Faces Strike Threat as Union Negotiations Stall](#) | US News - 6.01.24

[American Air, Gate Gourmet Face Pressure on Contracts to Avoid Strikes](#) | Bloomberg - 5.21.24

[A viral letter outlines flight attendants' low wages](#) | WFAA - 5.19.24

[American Airlines letter goes viral for shocking flight attendant salary](#) | Miami Herald - 5.17.24

[American Airlines letter goes viral for shocking flight attendant salary](#) | Fort Worth Star Telegram - 5.17.24

[Viral 'courtesy' letter American Airlines gives flight attendants shows how little they make](#) | CNN - 5.17.24

[Lawmakers urge the National Mediation Board to take steps to help about 80,000 flight attendants reach new contract deals](#) | reuters - 5.14.24

[American Airlines flight attendants are asking the feds if they can strike](#) | CHRON - 5.09.24

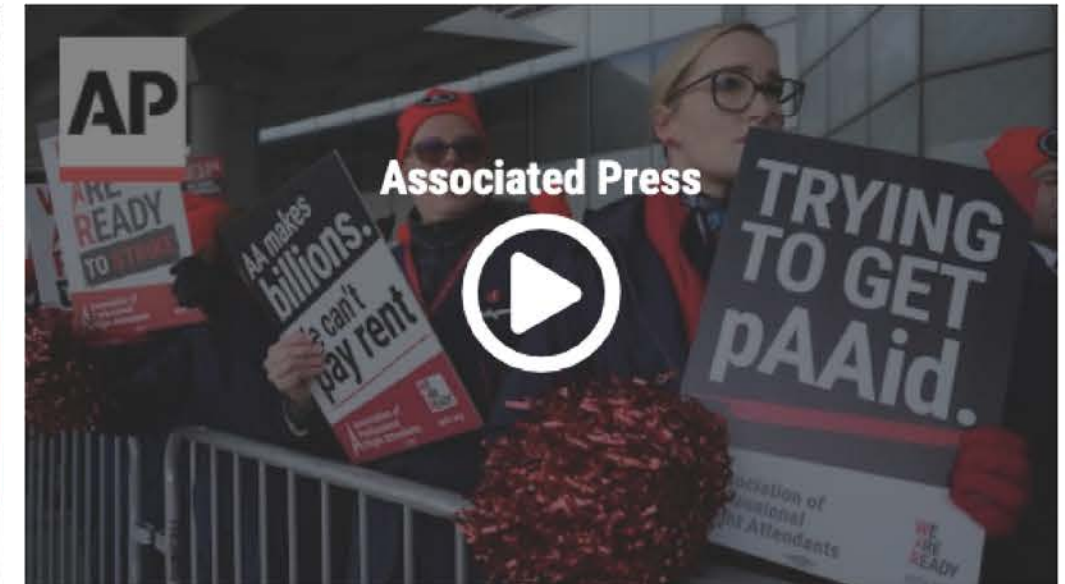
[American Airlines union seeks Biden support in contract fight](#) | yahoo!news - 5.09.24

[American Airlines flight attendants picket at DFW Airport](#) | Fox4 - 5.09.24

[American Airlines flight attendants picket outside O'Hare for new contract \(Video\)](#) | WGN News - 4.18.24

[American Airlines flight attendants picket outside O'Hare for pay raise](#) | WGN9 - 4.18.24

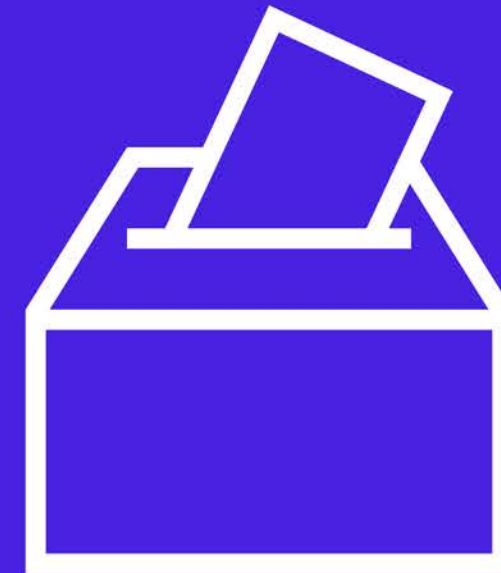
Videos



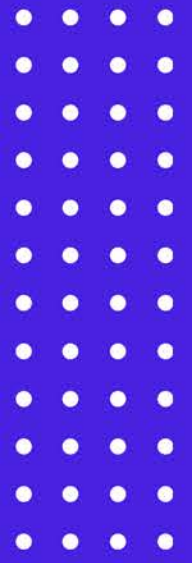
[View More Videos on Youtube](#)



NATIONAL BALLOT COMMITTEE



Adam Mullens
NBC Chair



- **Special Election: 2024 BOS Base V.P. Election**

- Ballot Count, tomorrow, July 12th at 10:00am (CT)
 - APFA Headquarters
 - Fill remaining term from July 12, 2024, to March 31, 2025
- Special Election being conducted via Electronic/Online Voting

- **Paper Balloting vs. Electronic Methods**

- DOL guidelines are vague when it comes to electronic voting, however we have made progress by selecting the right vendor with the right systems and technology in place.
- Only regularly scheduled Elections (National Officer and Base Representatives) fall under the LMRDA guidelines from the DOL. Special Elections and Balloting do not.
- NBC has attended DOL/OLMS workshops for Union Elections and have given us insight and better understanding into DOL guidelines regarding all methods of voting.
- We hope to move to a Hybrid voting method going forward

- **Working with YesElections on finalizing future T.A. balloting**

- Utilizing SSO via the APFA website like Strike Vote

- **Starting prep work for Policy Manual changes and updates**

- Always looking to improve after each election

- **Future Balloting:**

- Tentative Agreement
- Constitutional Referendums
- 2025 Base Representative Elections – March 2025
 - Begin preparations in December 2024

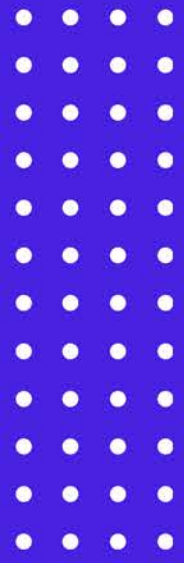
- **Our vendor, YesElections has been working very well**

- Post Election meetings for future improvements or enhancements

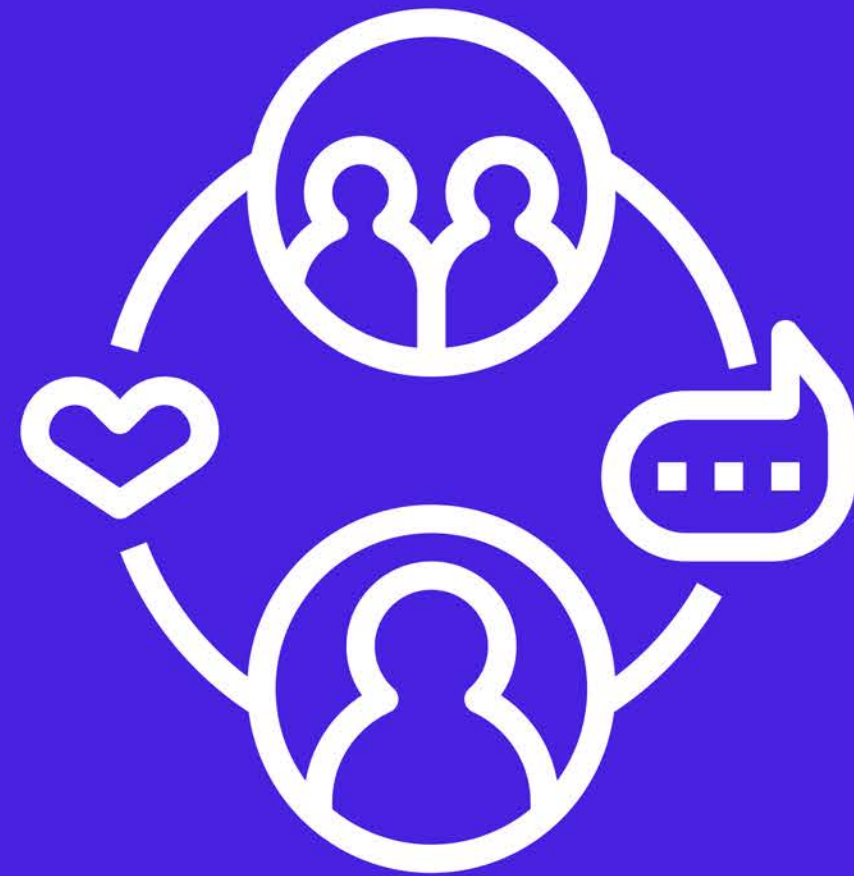
30

- **Future Voter Engagement**

- Trending a lower voter turnout in recent elections
- Voting methods and engagement to increase turnout



EAP



Deborah McCormick
APFA EAP co-chairperson

Marcus Recarte
APFA EAP Specialist



How APFA EAP Can Help You



The APFA Employee Assistance Flight Attendant Peer Program is comprised of three (3) distinct facets: Employee Assistance, Professional Standards; and Critical Incident Response Services.

Employee Assistance

Provides emotional support and assistance to Flight Attendants and their families. APFA Employee Assistance Program can offer Flight Attendant peer support in addition to assessments and referrals.

Professional Standards

Operates as a self-help aid among flying partners by providing conflict resolution strategies to those in need. Flight Attendants are encouraged to contact the APFA Employee Assistance Program to resolve conflict rather than requesting action from management.

Critical Incident Response Program

Provides a range of crisis intervention strategies in the aftermath of a critical incident or workplace trauma.

**A trained volunteer APFA EAP peer representative from your base is available
7 days a week by calling the confidential phone line:**

[\(833\) 214-2002](tel:(833)214-2002)

Email: eap@apfa.org

FADAP is a substance-abuse prevention program, created and promoted for and by the flight attendant profession and funded by the FAA. Throughout FADAP site you will find stigma free information on substance use, abuse and dependence.

Recovery is not a hard landing, it's a journey.

<https://www.fadap.org/>

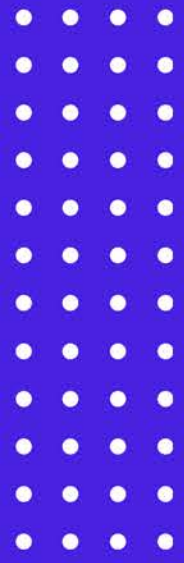
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Get help now: 855-333-2324

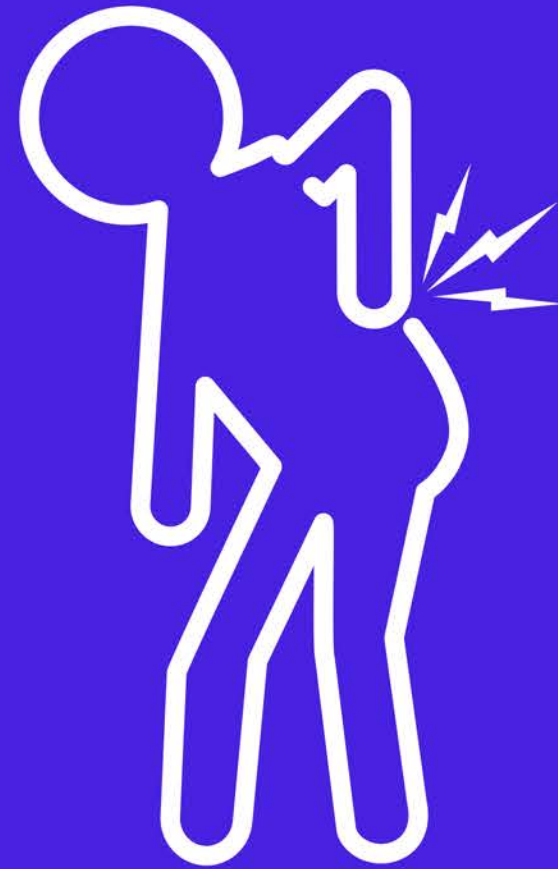
How APFA EAP Can Help You

- 14 New APFA EAP/PS Peer volunteers came on to the APFA EAP committee in April after completing EAP basic training in Denver on April 16-18th all reps are fully engaged and assisting our flight attendants. As of date we have a total of 56 APFA EAP and professional standards reps on duty.
- On May 13th, the APFA EAP QR code was launched, and the APFA EAP peer reps are using it as a tool to connect flight attendants to the APFA EAP Page for EAP, Professional Standards, CIRP, and FADAP information.
- **4,119 APFA members** reached over to the APFA EAP phone line from February 1, 2024-May 25, 2024. Activity is robust with the volunteer committee.





IOD



Johnnea Bigcraft
National IOD Chair



The Roles of Sedgwick vs. American Airlines During an Injury on Duty (IOD)



Sedgwick

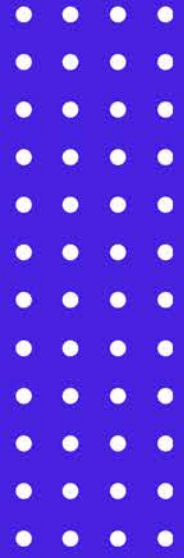
- **Intake nurse- 844-777-8463 they are 24/7-** this is your first point of contact. The intake nurse will take the initial report and help you decide on best course of treatment. The call averages about 30-40mins. Have your flight details available. Course of treatment is ultimately up to you.
- **Adjuster/Claim manager-**Manages your claim once approved. Issues payment for lost time.
- **Nurse case manager- *There are two type of NCM you may see on your claim, A field nurse or telephonic.*** A field nurse may attend appointments with you. You DO-NOT have to let them in the exam room. **Telephonic** nurse will contact you via text, email and telephone. They both can help with scheduling appointments, PT, prescription, referrals to Ortho, or other doctors you may need.

American

- **IOD Admin/Long term leaves-** Remove trips as needed. Can help you with hours for Salary continuance. Place coding on your line based on updates from Sedgwick.
- **FSM-** Your flight service manager may reach out to complete an archer report. After the report is complete you have no obligations to update your IOD status to your FSM
- **Claims Analyst-** Review the claim to ensure its within our contract. Apply AA rules and policies, like light duty. Help Sedgwick to better understand the demand of our job.

APFA Can Help with:

- Navigating you through the general process.
- Directing you to the right person within Sedgwick, American, and your State.
- Giving you state-specific information to assist with your claim.
- Better understanding JCBA Section 27.
- Coding and Attendance .
- Giving you direction on how to file an appeal.
- Being your advocate through the claims process.
- Supporting you with your return to work.

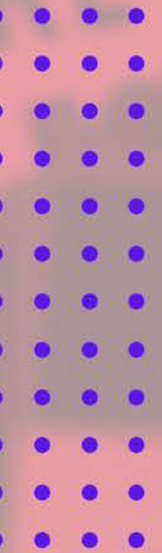


GOVERNMENT AFFAIRS



Allie Malis
APFA Government
Affairs Representative

Lori Glattly
APFA Government
Affairs Representative



- Attendance at APFA Pickets
 - 11 Representatives
 - 1 Senator
- Twitter/Social Media
 - For over 5 years, thousands of @APFAunity Flight Attendants have been stuck without an updated contract as @AmericanAir drags its feet on negotiations. All workers deserve good pay, benefits, and a safe workplace, and it's time for American Airlines Flight Attendants to get the raise that they deserve.
 - Retweet/repost and thank
- Letters/Statements of Support
 - Congressional Labor Caucus
 - Rep. Seth Magaziner (179th signature)
 - Sen. Tim Kaine
- House and Senate Sign-On Letters to the National Mediation Board (NMB)
 - 179 House Representatives
 - 175 Democrats
 - 4 Republicans
 - 32 Senators
 - All Democrats

- CHECK YOUR VOTER REGISTRATION STATUS!
 - www.vote411.org
- Important elections up and down the ballot
 - National, state, and local
- Re-electing APFA Supporters
 - 179 Representatives and 32 Senators
 - Did your Senators and Representative sign the NMB letter?
- Endorsements
 - NMB letter, bill co-sponsoring, attendance at pickets, etc.

60 seconds to join

APFA PAC

Political Action Committee



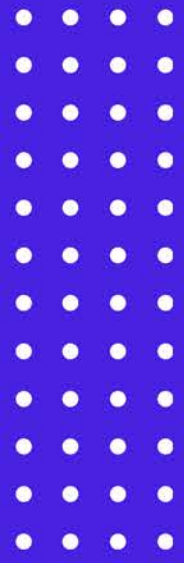
WWW.APFA.ORG/PAC

for a Flight Attendant-friendly
Congress!

\$2

\$7

\$5



HOTEL



Michael Malool
Hotel Chair

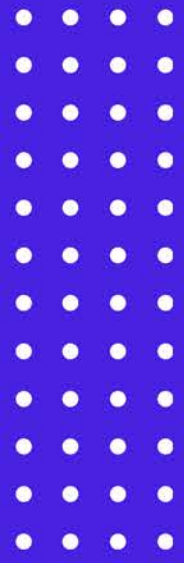


Outside our scope:

- Selecting hotels
- Contracting with hotels
- Communicating with hotels after inspections

Inside our scope:

- Jointly inspecting hotels with Management
- Recommending suitable and contractually compliant hotels
- Ensuring the JCBA and Section 6 – Crew Accommodations are upheld



RETIREMENT



Kim Tuck
Retirement



The Retirement Notification Process For Flight Attendants *Has Changed*

Inflight Administration recently launched a **Retirement Notification Form**

Where to find it: The form is available on the Inflight website via Jetnet. follow this path:

Inflight website > FA Service Center > Resources > Retirement Notification Form

What happens next: Once your form is successfully submitted, the following will occur:

- Inflight Administration and your Crew Manager will be notified.
- DECS will be updated with an **RT** (retired) status as of the date that you elect to retire. This will show up in your HI10.
- Retirement Services will receive a notification.
- **Trips touching or originating after your effective retirement date will be removed from your schedule.**
For your records: You may request an email receipt of your responses while completing the form.

The form may be used to rescind a previously submitted notification form; however, **notification must be received before the effective retirement date.**

Retirement Notification Form



Flight Attendant Retirement Notification Form

Hi, XXXXXXX. When you submit this form, the owner will see your name and email address.

1. Type of Notification

Notification to Initiate Retirement

NOTE: To be eligible for retirement under the 65-point plan, you must have at least 10 years of service. In addition, your age plus years of service must be equal to or exceed 65 (example: 45 years old with 20 years of service = 65). Any furlough time does not count toward the 65 points.

Notification to Rescind Retirement

NOTE: A rescind notice must be received prior to the effective date of the retirement.

2. AA ID

The value must be a number

3. First Name

4. Last Name

5. Base

6. Date of Retirement

Please input date (m/d/yyyy)

Retirement Notification Form



7. Current Address

8. City

9. State

10. Zip Code

11. Phone Number

12. Personal Email Address

13. By checking the box below and submitting this form, you are notifying American Airlines of your intent to retire. Further, you are agreeing to allow American Airlines to code your schedule with a RT (retired) removal code starting on the effective date of retirement you have selected on this form. Any trips touching the effective date, and originating after that date, will be removed from your schedule. Additionally, this will prevent the awarding of trips that touch or originate on or after the effective date of retirement, providing this notice is received prior to the close of PBS bidding for the month.

I agree

Submit



ARCHIVES



Justin Marshall
Archives

