

**AMERICAN AIRLINES IS
UNFAIR TO FLIGHT ATTENDANTS**

NOV. 18, 1993

STRIKE!

SKYword

the official publication of the association of professional flight attendants

**AMERICAN AIRLINES IS
UNFAIR TO FLIGHT ATTENDANTS**

2001

STRIKE?

WILL HISTORY REPEAT ITSELF?

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the official publication of the association of professional flight attendants

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The following advertisement appeared in 7 newspapers nationwide on behalf of the 23,000 Flight Attendants of American Airlines.

30-second TV spots were also placed in American Airlines Base Cities including Dallas, Chicago, New York, Los Angeles, Miami,

Washington, D.C., Boston, San Francisco, Raleigh and Seattle beginning June 8th for 10 days on the following cable stations: CNN Headline News, The Weather Channel and The Travel Channel. A copy of this video can be seen on your web site at www.apfa.org.



I don't want
to strike.

But American
Airlines may
force me to.



Represents the 23,000 flight attendants of American Airlines.

The Association of Professional Flight Attendants • Caring for you and your family on American Airlines

American Airlines Flight Attendants want to keep caring for you.

The busy summer travel season is here. The last thing anyone needs -- the airlines, flight attendants, and especially passengers -- are more disruptions in airline travel.

That's why the 23,000 Flight Attendants at American Airlines worked so hard to reach a fair, reasonable agreement with management for a new contract. But American just wouldn't do it.

The clock is ticking

We'll still work hard over the next 30 days to try to reach an agreement that's fair to everyone.

We believe we can. But we're not sure if American really wants to.

So we've got to prepare as if they don't. Meaning we may be forced to strike as soon as July 1.

It's time to bring
fairness back to the air
at American Airlines.

You deserve it.
We've earned it.

WWW.apfa.org

*As seen in USA Today, The New York Times, The Los Angeles Times, The Chicago Tribune, The Dallas Morning News, The Miami Herald and the Ft. Worth Star Telegram.

United States Senate

WASHINGTON, DC 20810-2101

April 4, 2001

Mr. Donald J. Carty
Chairman, President & CEO
AMR Corporation
American Airlines, Inc.
P.O. Box 619616
Dallas/ Fort Worth Airport, TX 75261-9616

Dear Mr. Carty,

Every employee deserves the opportunity to be represented by a union. Unions across the country have an outstanding and well deserved reputation and this is especially true in the airline industry. I know for a fact that they have not only achieved improvements in the health, safety and living standards for workers and their families, but also proven to be effective proponents in improving public health and safety in the skies. Without the strong support of unions, vast numbers of hard-working men and women across the nation would not have the opportunity to join together and work effectively with management to obtain fair wages, advance health and safety, improve their working conditions and enhance productivity.

I understand that you are currently in contract negotiations with your flight attendants, represented by the Association of Professional Flight Attendants, and was concerned to learn that they have been without a contract for over two years. I believe that it is neither in the company's or the passengers' best interest for the flight attendants to be without a contract.

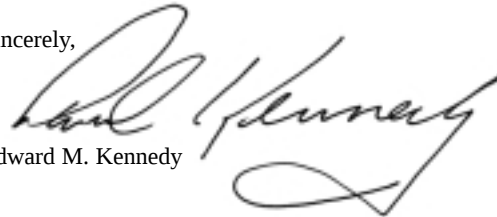
As you may know, there has been considerable discussion, debate and media coverage about the number of ongoing airline disputes and possible governmental intervention. It has been my longstanding position, as well as the practice of past Presidents and Congress, to refrain from interfering in airline labor disputes as you and the union are in the best position to work out your differences.

For these reasons, I urge you to honor your flight attendants' decision to bargain collectively, and to make every good effort to reach an agreement with the union.

With respect and appreciation,

Sincerely,

Edward M. Kennedy





Your Contract Language in Action: The Injury-On-Duty Presidential Grievance

by Jeff Bott,
APFA Vice President

Vice President's Report

This month, I am highlighting a settlement reached on April 11, 2001, involving a presidential grievance that was filed in November, 2000. This is in accordance with Article 28-B (pg. 120) of the APFA Contract. First, I'll explain the issue, which is somewhat complicated. Then, I will venture into the mandated contractual process that afforded the opportunity for settlement between the parties to occur. Lastly, I will explain how this settlement may affect you and what you need to do to ensure you receive the benefits you are entitled to under the terms of the settlement.

Case SS-75-2000-APFA-3

Improper Calculation of Injury on Duty Benefits was filed on November 3, 2000. Earlier, we had become aware of what had appeared to be a unique situation in which a Flight Attendant on IOD status was not afforded the ability to supplement her State Workers Compensation benefit (Total Temporary Disability benefit) after exhausting her 120 days

of contractually mandated full flight pay. One of our contractual benefits in Article 26 D has allowed Flight Attendants to use sick benefits (up to one-half of their guarantee) to augment the money they were given by the state (State Workers Comp payments are roughly 66-2/3 percent of your monthly wage in most states). This supplementation of sick benefits would give a Flight Attendant the highest amount of money possible following the contractual salary continuance period (120 days of full flight pay). The contract further provides that in no case should this supplementation exceed 100 percent of the applicable monthly guarantee (Article 26 D.3, page 106). This ability to use sick benefits is also critical because it protects Classification Seniority (Pay) for the Flight Attendant, which would normally freeze after 30 days off payroll in an unpaid (except State Workers Comp payments) IOD status.

Upon careful investigation, we discovered that there had been a unilateral change in the manner of cal-

culation by which the Company used to calculate the amount of sick benefit that could be used. The Company had added a taxable value or ghost tax formula that significantly reduced the benefit afforded to our members in Article 26 D. The gross guarantee was reduced with this ghost tax to a net amount.

The case was scheduled for arbitration on May 8 and 9, 2001. Per our contractual language, a headquarters pre-arbitration conference was held on April 4, 2001. This conference is mandated for the parties in Article 29 of the Agreement (page 130). This was negotiated in the last round of collective bargaining and was a part of the massive overhaul of Article 28 – our grievance machinery. It provides a forum for the parties to make clear their positions and exchange information in an attempt to resolve the matter prior to proceeding to an arbitration hearing. In addition to high costs, in arbitration each party bears some risk and loss of exclusive control of the outcome.

Whenever possible, a negotiated settlement is generally preferred by both parties.

After this meeting and several subsequent "resolution sessions", APFA and the Company reached a settlement based on the following principles:

*For the calculation of IOD benefits for Flight Attendants who have incurred an Injury on Duty in excess of 120 days (or 60 days if the Flight Attendant did not use the PPN where applicable), the Company agrees to revert to the calculation of benefits used from April 1994 through January 2000.

*An agreed upon formula that will be the exact way to obtain the benefits described above.

*The Company agrees to use only the calculation described above, unless the parties negotiate a change in collective bargaining.

*The Company and APFA will work together jointly to determine those Flight Attendants who were

adversely impacted by the calculation used as of 1-25-00. They will be reimbursed the loss of guarantee, along with a corresponding deduction from his/her sick bank per the contractual language.

*In addition, if a Flight Attendant has lost classification seniority such Flight Attendant will have that seniority adjusted for accrual during the time period from 1-25-00 to present.

*If a Flight Attendant is precluded from drawing from his/her sick leave benefit in conjunction with State Workers Comp payments (in certain states that give higher amounts), pursuant to Article 26.D.3. because state-mandated Workers Comp payments provide 100 percent of the Flight Attendant's applicable guarantee, such Flight Attendant will continue to accrue classification seniority during the period when the Flight Attendant would normally be drawing upon his/her sick benefits.

APFA will establish a voice mail extension at APFA headquarters to handle and rectify Flight Attendants issues that meet the following criteria:

- **HAD IOD FROM 1-25-00 to 5-1-01** (dates verified through HI10)

- **IOD EXCEEDED 120 DAYS FULL PAY PERIOD** (60 days if PPN was not used)

- **MAY OR MAY NOT HAVE SUPPLEMENTED SOME AMOUNT OF SICK LEAVE BENEFIT TO WORKERS COMP PAYMENTS** (Code IH should appear on HI10)

- **TRIED TO USE SICK LEAVE USING THE ABOVE MENTIONED CRITERIA AND INFORMED THIS WAS NOT POSSIBLE DUE TO THE AMOUNT OF BENEFIT PAID BY STATE WORKERS COMPENSATION**

If you meet the above criteria, it is

IMPERATIVE that you contact APFA to avoid losing benefits to which you might be entitled at 1-800-395-2732, ext. 8304.

THE DEADLINE FOR COMING FORWARD IS AUGUST 31, 2001.

Even though APFA believes some bases continued to use the proper formula for calculation of benefits, we want to ensure that each Flight Attendant who comes forward fitting the above mentioned criteria had his/her benefits properly calculated. Therefore, if you fit into the parameters described above, please call APFA headquarters at 1-800-395-2732, ext. 8304 and leave the requested information.

In closing, I want to thank several individuals who provided me with invaluable assistance in resolving this dispute: Debbie Luhr, IDF, Becky Kroll, IDF, Emily Carter, APFA Health Coordinator, and Jennifer Walker, IDF.

A



Secretary's Report

APFA Annual Convention

by **Linda Lanning**,
APFA Secretary

It's that time again, where the official minutes from our 8th Annual Convention are to be included in **Skyword** for your review. Again, we invite you to join in on a Board of Directors Meeting open to all members in good standing.

Our meeting took place at the Manhattan Beach Marriott, which is located in Manhattan Beach, California.

The President opened the meeting on the 17th of March. The

first order of business at our annual convention is the nomination of Ad Hoc's to the Executive Committee. There were three positions to fill this year. Two were for the full term of three years, and one position was for a vacant seat that had one year remaining in its term. The results of the election are as follows. Ad Hoc #3 is Kim Boyett, DFW. Ad Hoc #4 is Cheryl Walters, IDF, and Ad Hoc #2 is Mario St. Michel, JFK. We welcome them and look forward to working with them.

The evening of the 17th was our

8th Annual Dinner and Awards Banquet. There were several awards handed out this year. First of all, we had the Chiu Family in attendance to receive the Jose Chiu Award. His mother, brother, aunt and uncle along with Jose's fiancée accepted the award on behalf of Jose Chiu.

This year, our Martha W. Griffiths Award was given to LGA-based Flight Attendant Tommie Hutto-Blake. Tommie has served many roles at APFA, and it was truly an honor to see her receive this award. On day 2 of our conven-

tion, we had a retirement presentation from Jill Frank, a Flight Attendant who is based out of IMA. The rest of the day was spent in off-record discussions, and we adjourned at 2052.

On day 3 of our convention, we had a visit from Don, Sue and Jane. The membership was able to sit in on their presentation. No power points. No substance. No contract. No piece of a bigger pie. We took a lunch break, and then met with the IAM. They presented their views to your Board of Directors. They



Jim Highfill receiving the "Linda Highfill Certificate of Friendship" Award from Vice President Jeff Bott



JFK Chair Michelle Nasca and APFA Vice-President Jeff Bott presenting Rafael Chiu (Jose's brother) with the "Jose Chiu" Award on behalf of Jose



Martha W. Griffiths Award Winner Tommie Hutto-Blake with her family and friends



Vice President's Department: bottom row, 1 to r: Lenny Aurigemma, Brett Durkin, Julie May, Susan French, top row 1 to r: Lori Bassani, Lynda Richardson, Jeff Bott and Patt Gibbs



The APFA Leadership at the 2001 Annual Board of Directors' Meeting

stayed for 45 minutes, and then once they departed, we continued with off-record discussions.

Day 4, we discussed Negotiations and adjourned the meeting at 2012.

Day 5 began with the Board of Directors, Vice Chairs, Division Reps, Coordinators and Executive Committee members gathering for the official photo.

After lengthy discussion, Resolution #4 passed; Maker: Ward. This was in regards to

TWA. See **Skyword**, Volume Four, Issue Three, page 14 for details.

On day 6 we took roll at 1030. There were several resolutions voted on during the course of the day. Resolution #5 passed, 17 yes, 1 absent. Resolution #6 was tabled until the next board meeting.

Resolution #7: 17 yes, 1 absent

Resolution #8: 17 yes, 1 absent

Resolution #9: 17 yes, 1 absent

Resolution #10: 17 yes, 1 absent.

Next year's Martha W. Griffiths Award will go to Becky Kroll.

Resolution #11: 17 yes, 1 absent

Resolution #12: 17 yes, 1 absent

Resolution #13: 16 yes, 2 absent. This was to set up a jumpseat committee.

Resolution #14 and #14a was to put in place the MAC committee. The committee members are Susan French, Anne Loew, Judy Huckaby, Pete Callaway, Jennifer McCauley, Bob Walker and

Suzanne Edwards. This passed 17 yes, 1 absent.

Resolution #15 – The move to adjourn. The meeting adjourned at 1732.

A

YOUR HELP IS NEEDED FOR A BOOK.

Mr. and Mrs. Nick Anagnostis or "Mr. A" lived and worked at the AA Stewardess College from 1957 until 1970. "Mr.A" is writing a book about his years spent at the College and would love to hear from any of you who attended the College while he was there. Please contact Nick at: 305 Trailwood Drive, Euless, Texas 76039, tel. 817.283.2304



APFA President John Ward with guest speaker Susan Estrich



InfoRep Strike Coordinators Patrick Hancock, Trice Johnson, Dana Davis and George Price



Tommie Hutto-Blake receiving the Martha W. Griffiths Award



**Don Carty at the APFA Annual Board of Directors Meeting
l to r: Juan Johnson, Jeff Bott, Don Carty and John Ward**

The Budget



by **Juan Johnson,**
APFA Treasurer

APFA is a multi-million-dollar organization. Administering the treasury of such an organization is an awesome responsibility, which would be even more difficult than it is now if not for the support I receive from my staff and the APFA Budget Committee. This month, I would like to talk about the various aspects of the APFA budget.

APFA operates much like a business. We take in funds through dues, disperse those funds to cover the day-to-day operation of the Union and invest for the future. Like most other organizations, we also have a budget. Along with the APFA Constitution and Policy Manual, the budget is one of the main operating documents my department depends upon.

The fiscal year for APFA runs from April to April. Every two (2) years, the APFA Board appoints members to the APFA Budget Committee. The current Budget Committee consists of APFA Central Division Representative Greg Hildreth, IOR Base Chair Doug Elmore, MIA Flight Attendant Doug Newlon, DCA Flight Attendant James Andrews and BOS Flight Attendant Greg Gunter. These individuals meet periodically throughout the year. They review the budget, look at budget requests from the various departments and

base representatives, evaluate the changes in our membership numbers and finally carefully consider what APFA may face, such as negotiations and issues involving the TWA acquisition. After all of this information is compiled and studied, the committee formulates a formal budget proposal to present to the APFA Board of Directors at the annual convention held each March.

The APFA Board of Directors (BOD) has a fiduciary responsibility to the membership. One of these responsibilities is to ensure that APFA dues are spent effectively to maximize the benefits of our membership. Part of their duty is to review the proposal of the Budget Committee and to approve it. In most cases, there is constructive discussion on the proposal. Often there are suggestions and amendments made before the BOD passes a final budget. In March at the annual board convention, the APFA budget was passed unanimously by the Board. This budget is for Fiscal Year Ending (FYE) March 31, 2002.

The budget is a culmination of budgets for all areas of our Union. For instance, there are budgets for each base; Negotiations; the Contract, Scheduling, Health, Safety and Communications Departments;

System Board of Adjustments (SBA) and Grievances. There is a general budget, which covers our headquarters and staff. As I mentioned in a previous article, there is also the Special Negotiations Fund established in 1995. Although this is not actually considered part of the negotiations budget, it is a consideration. Each budget lays out how much can be spent in each department for various services. During the year, the Budget Committee reviews each budget and may make changes to the allotments, as necessary, to ensure that our membership continues to receive the best possible representation from APFA.

You may wonder, specifically, where your dues go. They go to paying our staff, upkeep of our headquarters building, the day-to-day cost of running APFA such as utilities bills, printing, postage, equipment and supplies. Dues also provide compensation for our National Officers; Division Representatives; our various representatives such as Base Chairs, Vice Chairs, Negotiators, Coordinators, Scheduling and Contract Reps and various committee reps when they are needed; SBA and arbitrations. They also are invested to make sure that we have funds in the bank for our future.

In reviewing the FYE 2001 budget,

it is clear that APFA is financially solid. We remained under budget in most areas other than negotiations. This stands to reason as negotiations have been protracted and the preparations began for a possible strike. The new budget has taken into consideration the very real possibility that negotiations may intensify and become even more expensive; therefore, we are watching the budget very closely. We must be ready for all possible outcomes, and this budget ensures that we will be.

As a reminder, all dues current members may view the financials of APFA. To do so, you may make an appointment with your base chair or with my office.

I hope this gives you a better understanding of how APFA dues are spent and how that spending is decided. In the coming months, I will be discussing more about dues, arbitrations and other topics from the Treasurer's Department. If you have suggestions for topics you would like covered, please feel free to contact me.

Until next month, Fly Safe.



Your Negotiating Committee Goes to New York...

by the APFA Negotiating Committee

No, not to shop or sight see. While not at the table, three members of the APFA Negotiating Committee spent April 3rd & 4th taking a walk down Wall Street.

In an effort to further expand on our Corporate Campaign, we scheduled appointments and met with six airline financial analysts. These people are charged with analyzing and reporting on the airline industry. Our stops and appointments involved meeting with representatives from:

Paine Webber
Morgan Stanley
ING Barings
Goldman Sachs
Buckingham Research Group
Arnhold & Bleichroeder

Our meetings with these individuals lasted anywhere from thirty minutes to over an hour. To say the Wall Street financial community welcomed us would be an understatement; at some establishments, in true New York fashion, we were even supplied with coffee and bagels.

These individuals seemed truly eager to meet with us. They indicated that it was refreshing to get labor's perspective on the many issues discussed because it differed from the rosy picture painted to them by AA management.

These large corporations are well aware of the fact that we are one of four major airlines in mediation and each of them expressed a desire to be kept abreast of our negotiations.

Additional meetings are in the planning stages for some of the financial analysts we were unable to visit in April. As we proceed, we will continue to make our presence and our story known to Wall Street, Capitol Hill and to the many officials of our communities.

Is Your Suitcase Packed?

by Annie Garcia, BOS-D

The khakis are pressed, the night-shirt rolled, the ever present cosmetic caps are screwed on tightly. Melatonin, check. Birkenstocks, check. Clean Calvins, check. As I zip through the list of luggage inclusions, I realize how ritualistic this process has become. It is as ingrained as the 30-second jumpseat review. Trip after trip, year after year, we collectively pack for time away, for our work life, and for each other.

But lately, my packing has taken on a new dimension, one that involves more thoughtfulness and more attention. And I wonder are you experiencing the same? Are some of you reflecting on those ominous weeks pre-strike '93? Are you feeling the dread that comes with labor dispute? As you shove The Pilot's Wife into the side compartment, have you remembered to take stock of your life circumstances?

Digging into the hidden corners of my suitcase, I find myself looking for my alternate flight plan: my other options and my resolve. Am I prepared for another strike financially, emotionally and pragmatically? Can I look once again into a yawning empty suitcase and feel confident that I can make a decent living without flying about on a silver tube at 40,000 feet?

As a group, we are comprised of the most talented, optimistic and multi-faceted individuals around. We are humorous, well-rounded, multilingual and on the "fringe". We are audacious, polite and assertive. We are gay, straight and caring. We are well educated and passionate. We are also weary. We are weary of working without a new contract, without predictability for the future of ourselves, our families and our careers.

This week, take the time to review. Check the status of your 401K, your outstanding debt, your assets and your options. If you have a college degree, are your credentials up-to-date? If not, find out what it may take to be current. Take stock of your talents. Build a portfolio. What is your passion? Look into your suitcase. What have you packed?

Don't Let AMERICAN AIRLINES Negotiate Directly With The Membership

AA is sending out their propaganda to our homes - sometimes disguised as anonymous mail, and sometimes with a return address included. Remind them that "MY NEGOTIATING TEAM SPEAKS FOR ME" and write REFUSED - RETURN TO SENDER on the envelope and drop it in the mail. In the future, look out for mail from AA that is disguised as anything BUT an attempt to negotiate directly with the you, the membership.

Write: **Sue Oliver**
Senior VP, Human Resources
AA, Inc.

PO Box 619616

MD 5604

DFW Airport, TX 75261-9616

in the top left corner and drop it in the mail.

Sue Oliver's
Address Here

STAMP

**REFUSED:
RETURN TO
SENDER**

Anita Raise
4321 Union Street
Mainstream USA

**REFUSED:
RETURN TO
SENDER**

Remember: **MY NEGOTIATING TEAM SPEAKS FOR ME!**

APFA'S Washington D.C Fly-In

Tuesday, May 22, 2001 is a day that will go down in APFA history. Over 250 Flight Attendants from all over the United States and Puerto Rico flew into Washington, D.C. in order to meet with their elected U.S. Representatives.

The day began with a warm welcome from APFA Vice President Jeff Bott and was followed by a briefing from members of the APFA Negotiating Committee and Joan Wages, our APFA Lobbyist on the Hill. Once briefed, members were put into groups, assigned congressional appointments, given information packets to present to Members of Congress or their Legislative Assistants, and sent on their way. We actually met with or visited the offices of all 535 Members of Congress. Our story was told and our message that Congress and the President should allow the negotiations process to continue without intervention was conveyed in a friendly and professional manner. From all reports, we were very well received by congressional leaders from both parties. The day ended on the East steps of the Capitol building. APFA Vice President Jeff Bott held a press conference which was covered by CNN, Reuters, the AP and other major news organizations. Immediately following all 250 plus APFA members, dressed in uniform blues, took to the Capitol steps

for a rally. It was an awesome sight to see all of our members, brought together by a common cause, covering those steps. Other Unions were there lobbying Congress as well. They were so impressed by our numbers and our presentation, that they watched and listened and even applauded our participants and our speakers. Those speaking at the rally included APFA Vice President Jeff Bott, Treasurer Juan Johnson, Special Advisory Committee Member and long-time Flight Attendant Advocate Tommie Hutto-Blake from LGA, Ray Baylis and Robin Madison from the APFA Negotiating Committee, and Patrick Hancock from the Strike Preparedness Committee. The program ended with an incredibly inspirational speech from Congressman Jim Oberstar, Democrat from Minnesota. Representative Oberstar is the ranking member of the House Transportation Committee. He gave a brief history of his positive involvement in the aviation labor movement. Finally, he pledged his total support and promised he would not condone or participate in congressional intervention in our contract talks. He left many with tears in their eyes and all of us with an overwhelming sense that our day would finally come, and our trip to Washington was a huge success.

The next day, APFA was proffered binding arbitration during contract talks with American Airlines and the NMB and within a week, APFA had rejected the proffer of arbitration, and the 30-day cooling off period began. Thanks to all of you who showed up on your days off, on vacation or even immediately before or after a trip. Your efforts were worth it and we were all rewarded with the eventual release we've been waiting for if no contract was to be had.

This letter was mailed to all 535 members of Congress on May 14, 2001



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

Dear Congressperson:

The Association of Professional Flight Attendants (APFA), representing the 23,000 flight attendants at American Airlines, has been without a new contract for more than two and one-half years and without a pay increase for three and one-half years. The negotiations are going painfully slow and the threat of a Presidential Emergency Board (PEB) hangs heavy over the process. We are now looking to Congress for help. Towards that end, APFA members will be in Washington on May 22 to talk with you and/or your staff to update you on our situation. We would be grateful if you would agree to meet with them.

Over the years, while other airline work groups were able to bargain for better retirement, the flight attendants had to fight more fundamental battles--the right to keep their jobs when they married, had children, and reached age 32! Now, this predominantly female workforce has earned the right to be able to afford to retire. Pertinent background information is set forth in the attached fact sheet.

Until the past few months, the President and Congress have followed a consistent practice of refraining from interfering in airline labor disputes. This has permitted the parties to negotiate contracts that reflect both the interests of management and labor while, at the same time, serving the interests of the traveling public. We strongly recommend that this time-honored practice of non-interference continue.

The number one concern of APFA and its members has been to improve the safety and health of our passengers while onboard our aircraft. By working closely with American Airlines, we were the first carrier to have defibrillators onboard, which is now required on all commercial aircraft. And, again, working closely with American Airlines, we developed the first policy to handle disruptive passengers. It is essential that we reach a new contract expeditiously so we can again focus on being an industry leader in providing safe and on-time travel.

Please feel free to contact me at 800-395-2732, ext. 8201 with questions. We look forward to working with you on many aviation-related issues.

Sincerely,

John Ward
APFA President



Photos from



The Hill

As seen in, and with permission from

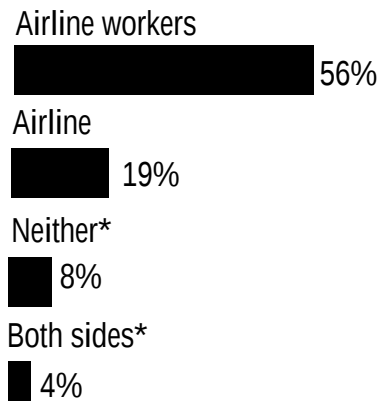
The Washington Post...



Sympathy for Potential Strikers

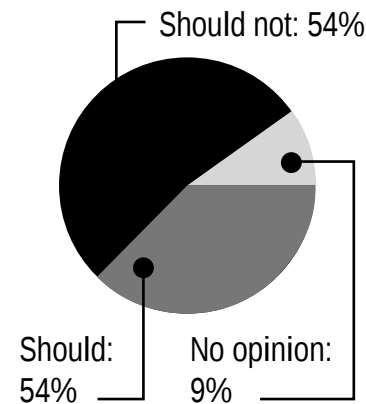
Business fliers may be dreading a summer of strike-induced travel gridlock, but a majority of people polled by Gallup lined up behind airline workers.

If airline workers decided to strike, which side would you favor?

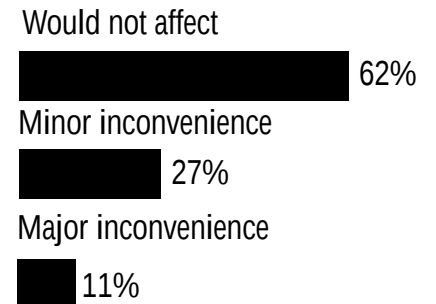


* Volunteered response

Should President Bush use his emergency powers to prevent airline workers from striking?



How a strike by workers at one or more airlines would affect those polled:



SOURCE: Gallup poll of 1,024 adults conducted March 26-28.

◀ A Comair pilot walks the picket line at Cincinnati International Airport last month.

Reprinted with permission.

How Corporations Manipulate the Media

by Trice Johnson

A reporter for a major newspaper that receives advertising from American Airlines is suddenly taken off the “labor beat” by the editors. This particular reporter had been covering all sides of our contract negotiations objectively as well as other stories related to AA. The reporter had even done an actual investigative story on the life of a new-hire Flight Attendant in New York City. Was this reporter’s “transfer” off of the airline beat just a coincidence or the result of corporate pressure? It most likely cannot be proven. However, it is interesting that the first feature article on Flight Attendants by another reporter from this same newspaper was more of a human interest, People magazine-style, story on the subject of “What it’s like to be a Flight Attendant, fly to Paris every week and actually get PAID for it.” The reporter accompanied an American Airlines crew to Paris on a flight to “get the facts” on what it is like to be a Flight Attendant. In other words, the hard reporting is overlooked for something more “entertaining”. Something that will jog our memories back to the

golden age of glamorous air travel. In an age of “infotainment”, it is very important for the powers that be to never talk to the general public about real ideas or issues like the declining quality of work, retirement and wages. Rather, the aim is to go to the gut and use important symbols like exotic destinations, spacious airline cabins, sumptuous meals and attentive, hassle-free service that is effortless and easy. This kind of reporting is relatively inexpensive, does not require a tremendous amount of research and rarely antagonizes anyone in power.

A few months ago, American Airlines canceled almost two days worth of flight schedules out of New York’s JFK airport. The press reported that the cancellations were due to American’s need to “protect its operation” as a result of a work slowdown by the mechanics. Were these hasty cancellations of all flights for two days in a row actually to “protect the operation” or might they have happened as well to paint the mechanics in a negative light with the general public? It all lies in how the media is “managed”. This is also referred to as Public Relations. The ability to create fictions of current events and fictions of public expression is what PR is all about.

In a “Pew Center for the People & the Press” poll of 287 reporters, editors and news executives,

ABOUT ONE-THIRD OF THE RESPONDENTS SAID THAT NEWS WHICH COULD “HURT THE FINANCIAL INTERESTS” OF THE MEDIA ORGANIZATION OR AN ADVERTISER GOES UNREPORTED.

Forty-one percent said they themselves have avoided stories, or softened their tone, to benefit their media company’s interests. Among investigative reporters, a majority (61 percent) thought that corporate owners exert at least a fair amount of influence on news decisions. One-third of the local TV news directors surveyed by the Project on Excellence in Journalism in 2000 indicated that they had been pressured to avoid negative stories about advertisers, or to do positive ones. And in a 1997 survey of investigative reporters and editors at TV stations published by the organization Fairness and Accuracy in Reporting (FAIR), nearly three-quarters of the respondents reported that advertisers had “tried to influence the content” of news at their stations. Sixty percent said that advertisers had attempted to kill stories. Fifty-six percent had felt pressure from within the station to produce news stories to please advertisers.

The news media, in general, seems to go to increasing lengths to please big advertisers – watering down or killing stories, promoting sponsor-friendly coverage, and making promotional deals that blur the line between journalism and marketing.

Here is an example of how United Airlines and US Airways manipulated the media to get a jump on highlighting their version of the positive scoop on their proposed merger.

United Airlines and US Airways cut a deal with the Washington Post, the New York Times and the Wall Street Journal: We’ll give you the story on our upcoming merger, as long as you don’t call any “critics” for comment. According to Howard Kurtz, media reporter for the Washington Post (5/29/00), all three papers agreed to this censorious arrangement, which only fell apart because the Financial Times website broke the merger story early, negating the agreement. Why would a paper agree to let the subject of a story determine how it could be written? Wall Street Journal managing editor Paul Steiger claimed to “hate those kind of arrangements” (implying that this wasn’t the first), but explained that “if the news is big enough, we’d rather give it to our readers with whatever caveats are appropriate.”

New York Times business editor Glenn Kramon likewise accepted this kind of deal-making as the price for being a major player in business journalism: “We’ve been serious about business news for too long to be cut out of big stories like this, and it’s about time we were included.” According to Washington Post Financial Editor Jill Dutt, balance isn’t as important as doing the story quickly: “It does a better job for readers to

have the story on the first day than not to have the story,” she contended. “As a matter of fact,” Dutt said, “the Post doesn’t really need outside experts.” “The Washington Post, regardless if no one is called, can give much better background and context for the significant issues involved in the deal.” And Dutt sympathizes with corporate executives, who want “a clear shot at giving investors your side of the deal before you get all the naysayers.”

Freedom of the press is something most of us take for granted as a guaranteed constitutional right. If CNN or the New York Times reports it, it must be “true,” we believe. After all, they are “reputable” news organizations just like American Airlines is a “reputable” airline, more or less. These recent revelations cast doubt on just how “free” and autonomous our press actually is as the media itself becomes even thirstier for more and more profits from corporate advertising dollars and having the first scoop on “breaking stories.” As our negotiations with American Airlines management comes to a head, Flight Attendants should expect American to use all of their influence and dollars to make sure their version of negotiations news gets out to the media. It will be even more important for all Flight Attendants to continue to call the APFA Hotline and go to the web site to access information from the source that represents YOUR interest at the bargaining table.

What difference does a PAC make?

by Joan Wages,
APFA's Lobbyist on the Hill

American contributed \$249,000 to campaigns last year. APFA's PAC (Political Action Committee) contributed \$19,000 in the same time period. These are dollars from APFA members above and beyond your dues.

Guess who gets more ears on Capitol Hill?

APFA Negotiating Team members Robin Madison, Ray Baylis and Peter Day have been working hard on Capitol Hill. They have been going from one office to another describing APFA's negotiating situation and asking for support. The APFA PAC plays a very important role in getting APFA's voice heard. Representatives and Senators must be kept informed if they are to get involved at any point. By attending campaign fundraising events, APFA has an opportunity to speak directly to members of Congress – not just to their staff – and to explain APFA's position on issues.

It's a very simple situation. We must support our friends to ensure that they are re-elected and can continue to help us. I bring your attention to the dollar amounts at the top of this column. American has a PAC that

is more than 10 times the size of APFA's. You might think, "Well, they have more money than we do."

But that doesn't have to be the case. If each APFA member contributed just \$1.00 per month, APFA would have a very impressive size PAC.

Following are some questions that Flight Attendants frequently ask about our PAC:

Q: What is a PAC?

A: Short for Political Action Committee, a PAC is essentially a separate bank account to collect money that can be contributed to congressional and presidential campaigns. The amount that can be contributed to each campaign is strictly regulated by law and the Federal Election Commission (FEC).

Q: How much do I have to contribute?

A: There is no minimum amount, but by contributing as little as \$.50 or \$1.00 per paycheck, you can help support APFA's efforts to get congressional support. The money contributed to the PAC is placed in a separate bank account and always kept segregated from Union dues. The PAC depends on your contribution.

Q: Why is it important for Flight Attendants to contribute to the APFA PAC?

A: Corporations and their executives have the ability to give BIG dollars to candidates in elections. For example, Don Carty gives over \$400 per month to AA's PAC. You can bet that companies giving high-dollar contributions can meet with members of Congress anytime that they have an issue of concern. Most of us don't have the money individually to donate like companies can. By joining together – by giving as little as \$.50 or \$1.00 per paycheck – it adds up to a voice that will be heard at election time.

Q: Are dues monies ever used to contribute to a candidate?

A: No, the federal laws prevent dues monies from being contributed to a candidate.

Q: How do you determine which candidates will receive PAC contributions?

A: The decisions for PAC contributions are made based on issues that affect American Flight Attendants. The workplace is the focus. For example, members who have supported our efforts to get smoking off the aircraft or who support Flight Attendants having OSHA coverage are the members we contribute to.

Q: How can Flight Attendants contribute to the PAC?

A: Send in the PAC deductions card in the middle of this **Skyword**.

Q: How does the PAC give APFA a stronger voice in Washington?

A: APFA representatives can attend fundraising events using PAC dollars. At these events, APFA has an equal opportunity to talk with candidates and members of Congress, letting them know APFA's concerns. The larger the PAC, the more direct contact APFA can have with members.

APFA's PAC gives Flight Attendants a voice – a bigger PAC gives Flight Attendants a stronger voice. **WITH APFA IN CONTRACT NEGOTIATIONS, IT'S TIME TO ENSURE APFA HAS A STRONG VOICE IN WASHINGTON.**

Support APFA's efforts to get a good contract. The PAC depends upon your contribution. Join the APFA PAC today!



AA/AMR PAC FA ACTS FOR 2000

Figures compiled by The Center For Responsive Politics

				Presidential Candidates Contributions From Various Airlines:	
	Amount	Democrats	Republicans	George W. Bush	\$181,801
Contributions for the year of 2000	\$1,470,847*	39%	61%	John McCain	\$ 88,090
*Figures include PAC donations, individual donations and soft money donations				Al Gore	\$ 62,425
				Bill Bradley	\$ 29,500
				Pat Buchanan	\$ 13, 010

Top recipients of AA/AMR PAC:

Recipients	Date	Amount
2000 Republican H/S Dinner Trust Non-Fed	5/23/00	\$100,000
RNC/Republican National State Elections Committee	7/21/00	\$ 15,000

American Executives Contributions:

	Recipient	Date	Amount
Don Carty	RNC/Republican National State Elections Committee	11/9/00	\$10,000
	George W. Bush	3/31/99	\$ 1,000
	George W. Bush	5/17/00	\$ 2,000
	Majority Leader's Fund	5/18/00	\$ 500
		9/29/00	\$ 250
Bob Baker	George W. Bush	3/31/99	\$ 500
Gerard Arpey	George W. Bush	3/31/99	\$ 1,000
Michael Gunn	George W. Bush	3/31/99	\$ 1,000

Congressional Candidates Contributions From Various Airlines

(Top 5 from each house):

Senate

Conrad Burns	(R)	VT	\$ 41,500
Mike DeWine	(R)	OH	\$ 23,750
George Allen	(R)	VA	\$ 22,375
Ted Kennedy	(D)	MA	\$ 21,999
Dent Conrad	(D)	ND	\$ 20,250

House of Representatives

Bud Shuster	(R)	PA	\$ 58,500
James Oberstar	(D)	MN	\$ 43,375
William Lipinski	(D)	IL	\$ 35,500
John Duncan	(R)	TN	\$ 29,625
Don Young	(R)	AK	\$ 21,000

Figures compiled by The Center For Responsive Politics

Base Field Reports

BOS

Lounge Lizard Layover Minumums

An FYI for all Reserves:

The call-in window for Primary Release is 1800-2200. The call-in window for Regular Reserve is 2000-2300.

If you complete a trip the evening before a Reserve Day, you may/may not have an obligation to contact crew schedule. Check your block-in time and add your 15 minute debrief. If your duty period PLUS debrief ends BEFORE your call-in window, and the call-in window is entirely within the legal rest period, you may: 1) call the tape, OR 2) call crew schedule to inform them that you will NOT be calling the tape, but will make contact with them immediately following your 12-hour rest. You MUST make contact with scheduling immediately following your 12-hour rest period.

If your duty duty ends during your call-in window, you must call the tape. If your duty ends AFTER your call-in window, you have no obligation to call the tape or make contact with Crew Scheduling. You must be

available and answer your phone after the completion of your 12 hour rest.

For those of you who hold Primary Release, but are converted to Ready status more often than not, we ask that after your reserve month, you print a copy of your HI2 and leave it in the APFA lockbox.

Many thanks to those of you who have joined us for picketing/leafletting events over the last few months. Our hours always seem to be EARLY and COLD, but we've had some good turnouts, and we appreciate YOUR INVOLVEMENT in obtaining a contract. Dunkin' Donuts thanks you also.

Have a good month!

Julia Carrigan
BOS Chair

Michelle Brawley
BOS Vice Chair

DFW

We are very pleased to welcome our newest APFA members to the DFW base.

We would like to address an issue that has been brought to our attention during base indoctrination.

The most frequently asked question is "Can I be fired for going on strike, while I am on probation ?" NO, you cannot be fired or disciplined for exercising your right to strike. You are a dues-paying Union member and you are protected from such actions by federal law. Not one probationary Flight Attendant was fired for striking in 1993.

Many resources are available to you to answer your questions. Call the APFA hotline at 1-800-399-APFA or log onto www.apfa.org. and click on the "New Members" section regarding your rights as a probationer. You may also speak to an individual by calling APFA PhoneWatch at 1-866-ASK-APFA, which is manned daily with volunteers from 1000-1830. We have also instituted the "Strike Mentor" program. The "Strike Mentor" program was designed for the new hire Flight Attendant, to assist you through the negotiations process. In the event of a

strike, you would have a "Buddy" to turn to with questions or issues. If you would like a list of the Flight Attendants at DFW that have agreed to be "Strike Mentors" please call the DFW office at 972-444-2500 and we will be happy to mail a list to you. You may also call PhoneWatch to be matched up with a "Mentor."

In Unity,

Chris O'Kelley
DFW Chair

Margaret Stewart
DFW Vice Chair

IMA

Please remember that whenever you hold a proffer or transfer, you must be legal and available on the report date. Should you happen to be on the sick list at the time you are scheduled to report, your transfer/proffer will be nullified. For example, if you hold a proffer for June, with a report date of June 1st, and you are on the sick list on June 1st, your proffer is nullified. Please note that the company will not make an exception to this rule since it is contractual per Appendix I, Article 12.d., located on pages 262 and 263.

Reserve Flight Attendants who are trying to clear the sick list have two options. They can choose to clear through AVRS anytime before midnight and become available to the company immediately, (without having any sick time deducted from their sick bank), or they can choose to clear for the next day's operation by speaking to a scheduler before 1600 of the current day. This will trigger your sick bank being charged for the value of the reserve day and will also allow commuters to travel back to base without any repercussions.

We would like to remind everybody that APFA has

negotiated the use of seats 41 H/J on 767 aircraft. These seats are to be used by passengers ONLY when assigned by the agents working the flight. Agents are only supposed to give these seats away AS A LAST RESORT. We continue to receive reports of F/A's giving these seats away. Crew rest seats are for the working F/A's only and your fellow F/A's will appreciate your compliance in not giving these seats away.

In this day and age of cyberspace, IMA is going electronic. It is a cost saving measure for the base. All base briefs must be approved by flight service if they are to be "stuffed" in F/A mailboxes. We have set up an electronic database for IMA F/A's to receive timely and pertinent information regarding a variety of issues. If you have not returned your contact card, or have not gone to the web site and filled out the contact card on the IMA base page, please do so today. We will only be printing a small amount of base briefs each month and do not want you to miss out on any information. Click on www.apfa.org and send in yours today.

Always carry your contract,

get involved, stay informed, and encourage your coworkers to do the same. Call the APFA Hotline, become an info-rep, and volunteer. It takes everybody to make this work. Staying informed will help generate solidarity. Remember, KNOWLEDGE IS POWER!

In Unity,

Randy Trautman
IMA Base Chair

Rick Musica
IMA Vice Chair

FROM: APFA Leadership
TO: APFA Membership
SUBJECT: APFA E-Mail Address Changes Effective June 30, 2001

As of June 30, 2001, APFA will be changing from GTE/Verizon to Earthlink as our Internet Service Provider. Please take note of the following e-mail address changes within APFA:

If you would like to send e-mail to your Base Chair or Vice Chair you should use the following format: add "apfach" followed by the base (apfachxxx@earthlink.net) to e-mail your Chair, and "apfavc" followed by the base (apfavcxxx@earthlink.net) to e-mail your Vice Chair. Example: apfachdfw@earthlink.net would send e-mail to the Dallas Base Chair; apfavcima@earthlink.net would send e-mail to the Miami International Vice Chair.

If you would like to e-mail your Division Rep, you should follow a similar format as described above: add "apfadr" followed by the Division (apfadrxx@earthlink.net) to e-mail your Division Rep. apfadrsc@earthlink.net would send e-mail to the South Central Division Rep.

If you would like to e-mail an Ad Hoc, the same general rule applies - add "apfaadhoc" to the Ad Hoc's position (1-5) followed by @earthlink.net to reach any of the 5 adhocs. Example: apfaadhoc3@earthlink.net to send e-mail to Ad Hoc Position 3.

The National Officers' and National Coordinators' e-mail addresses will remain the same (xxx@apfa.org).

In Unity,
APFA

Retirement Resources for APFA Members

By Jill Frank (IOR)

Since we began preparing for negotiations in 1997, the membership of APFA has been consistent in identifying retirement as one of the two most important issues in our contract.

In January 2000, during an internal retirement presentation to the current APFA Negotiating Team, retiree Peggy Sutherland (IDF) made a suggestion that the Union consider establishing a specialized position to be responsible for providing APFA members assistance both pre and post retirement. At the Special Board of Directors Convention held in June 2000 in ORD, RDU-I Chairperson Peggy Turley placed the issue of a Retirement Specialist on the agenda.

Following a thorough Board review of this issue, I was contacted by APFA Treasurer Juan Johnson and asked to begin the process of establishing a Union contact for F/As who wish to discuss retirement. I have worked with Contract Coordinator Joann Matley and Health Coordinator Emily Carter and their staffs to begin this process. During the most recent APFA Convention held in March 2001, I made a presentation to the Board of Directors to bring them up-to-date on this project. The Board

has encouraged me to continue this "retirement assignment" until we reach a new agreement. The Board is cognizant of the fact that many F/As plan to retire once we ratify a new agreement and desires to provide an available resource for these members. The Board also desires to meet the continuing needs of the members of APFA after the initial wave becomes retirees.

There has been internal discussion regarding future APFA literature and workshops for our interested members following successful conclusion of this round of bargaining. Since the APFA leadership realizes that "retirement" means different things to different members, at the Board's direction, I will continue to research how best to set up a future retirement department for the APFA membership.

Since the inception of this project, you may have seen a notice printed in **Skyword** identifying an APFA voice mail (1-800-395-2732, ext. 8397) to call for retirement related questions. **Skyword** retirement articles have been printed on a more regular basis. The Board intends for this pattern of direct access to retirement information to become the norm for APFA members.

The retirement voice mail has been a busy line. As of March 15th we have discussed retirement matters with 213 APFA members. Of these calls 78 (36.5%) were from F/As with enough age and years of credited service to actually retire. These F/As wanted to make sure that they were availing themselves to all of the benefits to which they are entitled. 77 (35.5%) of the calls were from younger Flight Attendants interested in leaving prior to 55 using either Appendix T or Article 30. The remainder of the calls were either requests for general information from F/As not ready to retire but beginning to consider how best to plan their final years flying, or inquiries concerning management of health and dental benefits prior to retirement.

A sizeable number of questions came from F/As who have become disabled and are coming to the end of their five-year contractual unpaid sick leave. These employees are being forced to "retire" and their needs are different from the needs of the long-term age 55 and older F/As who wish to leave AA and commence their retirement benefits. This disabled Flight Attendant category was something I had not really anticipated and demonstrated another area to focus on for

the future Retirement Department. Due to this disabled "retiree" category, I began working with Jaimie McNeice, one of the representatives of APFA's Health Department. We have established a systematic team effort to assist these Flight Attendants as they make decisions concerning the options they have regarding corporate policy and contractual guidelines as well as the federal and state laws that pertain to their individual cases. We are now well aware of the need for the APFA representatives to be well versed in long-term disability provisions.

I have also established direct working relationships with the AA retirement counselors from Corporate Retiree Services. It is my goal to learn as much as possible about the various benefits that we can guide our members toward in anticipation of setting up the future guidelines of an APFA Retirement Department. A Flight Attendant planning his/her exit from AA needs careful guidance of the process.

The first recommendation that I have for ALL APFA members is to be able to "read" your AMR Annual Pension statement. In Volume 3, Issue 9, Page 9 of **Skyword** there is an article written to assist you in unraveling

the information in this statement. If you have questions after reviewing your annually provided statement and this article, you now have an APFA source to contact.

At the recent APFA Annual Convention, I presented a retirement project report to our leadership outlining the activity since the inception of this project. The Board has decided that a Retirement Specialist is of value to the APFA membership. Since this is a work-in-progress I am currently on-duty on a part-time basis. I anticipate that there will be a need for full time staffing once we actually reach a conclusion to this current round of bargaining with AA since many F/As have indicated their intention to retire.

The Board has encouraged me to establish future training at APFA headquarters for the Base Chairs, National Officers and other Union advocates who staff the APFA Contract and Health phone lines. There is also anticipation of base retirement training for both interested APFA representatives and members. It is my hope to enlist former negotiator and current InfoRep/Strike Coordinator Patrick Hancock to be part of a retirement training team.

In closing, I would like to request that you forward your retirement questions or requests for future articles in **Skyword** to me at APFA Headquarters. It is my desire to have responsive **Skyword** retirement articles concerning particular topics suggested by APFA membership.

There are numerous choices that you must make when you retire and a great deal of strategy that can ensure you maximize your benefits. It is APFA's goal to have each retiring F/A receive all of the benefits to which they are entitled. As the first significant number of APFA's members reach the required age and Years of Credited Service for Article 36 Retirement, the Union's leadership intends to provide proper resources for our members to achieve this goal. I am pleased to be a part of this project, working toward this goal. I look forward to continuing this very important retirement project for APFA and AA Flight Attendants.

What I need in order to help you:

- Name
- Base
- Emp. No.
- Phone
- Time Zone
- Age
- Date of Hire
- Company Seniority Date
- Years of Credited Service

In **Skyword**, Volume four, Issue two, page 22, we printed an article showing you how to organize your records to determine your final average earnings. We've had numerous inquiries about the yield from the example that was given. Using the hours shown in the chart:

The best consecutive 60 months for an International F/A retiring at age 62 with 35 years of credited service would be 1994 - 1998 for an average of 81.22 hours (I will use 81 for calculation).

81 hours = \$3,681 per month or \$44,172 eligible Final Average Earnings (FAE).

$1.667\% \times (\text{FAE}) \$44,172 = \$736.35 \times 35 (\text{YCS}) = \$25,772$ annually or \$2,148 monthly pension at 62.

A Domestic F/A would use the years 1993 - 1997 for 76.75 eligible hours. (I will use 76 for calculation purposes).

76 hours, top pay-scale domestic = \$3,208 per month or \$38,496 eligible final average earnings.

$1.667\% \times (\text{FAE}) \times \$38,496 = \$641.73 \times 35 (\text{YCS}) = \$22,460$ annually or \$1,872 monthly pension at 62.

This is the basic single annuity guaranteed for the lifetime of the retiree. It is not subject to any market fluctuations.

JILL FRANK

1-800-395-2732, ext. 8397

HOME OFFICE 1-305-461-0141

E MAIL = apfaretire@earthlink.net

Or fill out the APFA communiqué card in the center section of **Skyword**, attn: Jill Frank

Now, More Than Ever

Contract Page



By Joann Matley
Contract Coordinator

Now, more than ever, we must stand together. Now, more than ever, we must abide by our contract. Now, more than ever, we must remain focused on the goal at hand – a contract we can live with. Now, more than ever, we must remind management that what we are asking for is not beyond reach, not beyond American Airlines' means and not any more than we deserve.

The current contract became amendable in 1998; the last pay raise was on November 1, 1997. None of this is news to anyone who has looked at the contract, heard the HotLine or logged onto the web site. So, what's the point?

The point is this – now, more than ever, carry your contract. Be aware of your work rules.

I had an interesting conversation with a very senior Flight Attendant not too long ago. She reminded me that nothing that is in the current contract came without sacrifice. Not one thing. Not our duty rigs, not our pay raises, not our retirement. We are at a time where we must know what we have in our current Agreement. How can we judge the merits of a new Agreement when we are not fully aware of the contents of the current one?

We have MIC language that defines what needs to happen

when a trip cancels at sequence origination. We have Last Five Days Pay Protection that requires us to make ourselves available to the Company for up to eight hours after the arrival of the trip that canceled. There is Purser language, language that deals with equipment substitutions, major and minor schedule changes. It's all in there if you know where to look and how to apply it.

Face it folks, the battle cries of 1993 are falling on ears that have never heard them before. We have members that have no idea what B-scale is, nor do they have an idea of what it's like to work a trip fully staffed. Prefunding of retiree health care? Many still

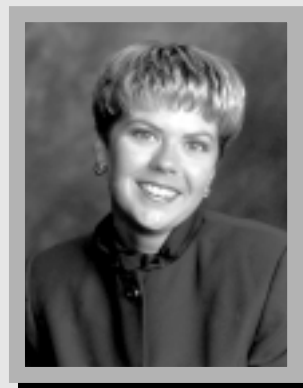
think retirement is what happens to "those senior people." Retirement, no matter what seniority, is important to everyone. The gains made now can be built upon in years to come. The two most important things APFA does for its membership and to negotiate and to uphold our Collective Bargaining Agreement.

It is up to each of us to carry the blue book and live by it. This means laying over when you are illegal, even though you want to go home. It means knowing how long you are required to remain on duty. When in doubt, call the Union. Now, more than ever, we must stand together.

In Unity. 

Do You Know Where Your Contract Is?

Scheduling Page



by Jena Hopkins
Scheduling Coordinator

The top five excuses Flight Attendants give for not having their contract...

1. "I just moved." Whatever that means...
2. "It's at my parents' house." Sounds like the perfect place to have it...
3. "I never got one." Sure...
4. "I lost it." I'm speechless...
5. "I don't carry it." Finally, the truth.

Humor aside, I want to address the very serious problem we have of Flight Attendants not carrying the contract. We have

recently been asking callers if they have their contract to refer to when we answer their questions. We have heard a myriad of excuses, from the believable to the ridiculous.

We get many complaints about Crew Schedule and crew tracking giving wrong information or failing to call about trip changes. I will not make excuses for crew tracking and scheduling not calling us; they should. But we should know when we don't have enough layover rest and take care of the problem ourselves. All Flight Attendants have a responsibility to know

our work rules. Everyone else will not carry us, nor should they.

On a dark, stormy night, a battered, old silver 727 diverts into Abilene, Texas, and putters to the gate at 0300. The weary, red-eyed crew has been on duty for 13 hours. How much longer do they have to be in pumps and polyester? Can they go to a hotel or can they limp into DFW? There is no one to call at this hour and the desire of the agent is for them to get out of Dodge. If they had a contract, they would find the answer in Article 7.K.1. or Appendix I.7.J., depending on their operation. The handy little

index would direct the reader to pages 28, Domestic and 214, International for "on-duty limitation" information.

This type of scenario is exactly what we receive many calls about after each weather session. These issues can usually be remedied by a call to crew tracking, if you know your work rules. It is important that you have the knowledge and power to ask for and receive what you are contractually entitled to.

Happy flying. Carry your contract! See you next month. 

Compounded Results of AA's May 23rd Offer

Top Pay Step Domestic at 75 Hours

1/1/00	1/1/01	1/1/02	1/1/03	1/1/04
3%	6%	4%	4%	3%
1st	2nd Step	3rd Step	4th Step	5th Step
\$41.47	\$42.71	\$45.27	\$47.08	\$48.96
+ 1.24	+ 2.56	+ 1.81	+ 1.88	+ 1.47
\$42.71	\$45.27	\$47.08	\$48.96	\$50.43
X67	x67	x67	x67	x67
\$2861.57	\$3033.09	\$3154.36	\$3280.32	\$3378.81
Incentive	Incentive	Incentive	Incentive	Incentive
\$47.69	\$49.12	\$52.07	\$54.15	\$56.31
+ 1.43	+ 2.95	+ 2.08	+ 2.16	+ 1.69
\$49.12	\$52.07	\$54.15	\$56.31	\$58.00
x8	x8	x8	x8	x8
\$392.96*	\$416.56	\$433.20	\$450.48	\$464.00
Total	Total	Total	Total	Total
\$3254.53	\$3449.65	\$3587.56	\$3730.80	\$3842.81

At DOS, 7.7%
behind DL.
Meet DL wages
in Jan 03. DL
receives \$3717.

The following charts, which were included in APFA's "Response to the Company's Proposal" mailed to your homes in June, contained two minor errors.

Please see corrections to the left.

Tahoe Airline

American Airlines Flight Attendants Last in Salary

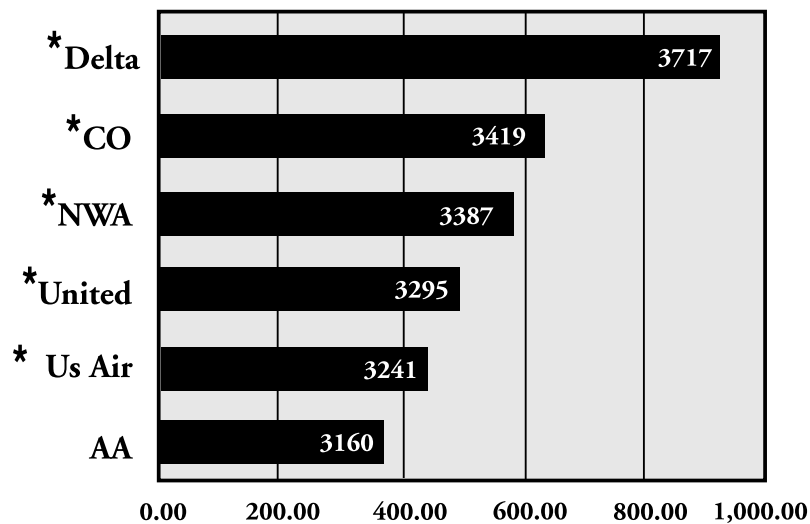


Chart reflects Top Pay Step Domestic for a 75-Hour Month

★ Corrected by APFA on 06.12.01

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