



Holding Pattern

News for Council 03 (PHL/LGA)
Flight Attendants

January 15, 2010

Council 03

Holiday Pay

We just finished the season of holiday pay!

Per the collective bargaining agreement, New Years Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day are paid at time and a half. (Ref. Section 6, Letter O)

Q&A

Q: I am scheduled to fly on one of the paid holidays and my trip cancels. Will I still be paid time and a half?

A: Yes. You will be paid

time and a half for the scheduled trip.

Q: I am scheduled to fly on a paid holiday and the day is only blocked at 2 hours and 20 minutes. How will I be paid?

A: You will be paid time and a half on the minimum day of 3:30.

Q: I was on Reserve for a paid holiday and scheduling did not use me. Will I receive any holiday pay?

A: No. You must actually be called out to duty.

Q: I am on reserve and was called out and flew on a paid holiday. Will that pay go towards my guarantee?



Happy Holidays!

A: No. The time and a half will go above your guarantee.

Be sure to check your pay summaries for accuracy. These are placed in your v-file on the 15th of each month.

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New AFA Carriers

2009 brought 4 new airlines to AFA-CWA.

In January flight attendants at Lynx Aviation and Ryan International were welcomed into AFA.

In October and November respectively, USA 3000 and

Compass Airlines flight attendants joined voted in support of AFA.

In order to win an election under the Railway Labor Act, which governs the airlines, 50% plus 1 must vote in favor, or yes for the un-

ion. If someone doesn't vote, it's considered a "no" vote.

Special points of interest:

- * Council 03 welcomes 4 new hires to our AFA Family!
- * Thank you to all who volunteered for the VOICE Committee!



Committees

Council 03 is always looking for members who wish to get involved join a committee. You don't have to be an expert-just willing to learn and volunteer a small amount of time working for the better good of everyone. If you have a passion for a subject area, that passion will drive success.

The time commitment



Caption describing picture or graphic.

is up to you. If you want to get involved but only have a very small amount of time, that's okay. You can stay involved just by reading the e-lines the MEC sends out, staying updated on negotiations, reading this newsletter and communicating problems, issues, and concerns to your local officers and committees.

The Following Committees Have Opening:

- ◆ Air Safety, Health & Security
- ◆ EAP/Professional Standards
- ◆ FMLA/Workers Compensation
- ◆ Grievance
- ◆ Government Affairs
- ◆ Membership
- ◆ Uniform

Contact a Local Officer for more information!

Future of LGA Base

Air Wisconsin has still not provided AFA with any additional information on the status of the LGA crew base.

The slot transaction between US Airways and Delta is still undergoing the regulatory review process.

What we do know is US Airways, Piedmont and Colgan have announced the closure of their LGA bases.

While there is always the possibility of a base closure it is important for you to understand there is no reason to jump ship and transfer to another base. If being based in LGA works for you, stay there.

In the event of a base closure you have a contractual right to transfer to any base your seniority can hold, regardless of vacancies that exist at that

base. Transferring bases now will get you the same result it would if the base closed.

For example, say the base does close. Your first choice is to transfer to ORF. If there are people junior to you there you would be awarded that base.

It is very frustrating, and at times stressful to not know what the future will bring. Please hang in there!

Line Guarantee

Section 6.B.1&2 states that any flight attendant available for the entire bid month is guaranteed a minimum of 70 hours of flight pay.

In a month you have vacation you will still be guaranteed 70 hours regardless of what your actual block is.

A Q&A has been provided based on common questions AFA receives.

Q: I bid a line worth 90 hours. I had 5 days of vacation (15 hours) I trip touched 2 trips worth a total of 40 hours which leaves 50 hours of pay. Am I still guaranteed 70 hours?

A: Yes, provided you were available for the entire month. (No medical leaves; etc.)

Q: I want to trade one of my trips that is worth 20 hours for a trip worth 18 hours. Do I lose my guarantee?

A: No. The 2 hour difference comes off the 70 hours. You would now be paid 68 hours.

Q: I want to drop a 2-day trip worth 12 hours. How does that effect my pay?

A: The 12 hours comes off the 70 hours. You will be paid 58 hours.

Officer Elections

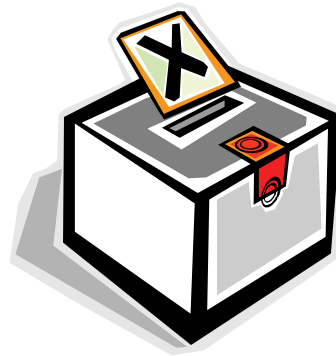
The term of your current local officers ends on June 30th. A new four year term will begin July 1, 2010.

Any member in good standing (dues paid up to date) is eligible to vote and run for office.

Nomination ballots will be mailed out by the International office on January 15th. This mailing will include a nomination ballot and a willingness to serve card. These must be post marked by February 5th.

If there is someone you would like to nominate for office you will write their

name on the nomination card. (They must be based in PHL or LGA.) If you are interested in serving as Local President, Vice President or Secretary make sure to complete the willingness to serve card. In order to have your name printed on the ballot you must receive a minimum of two nominations. The nomination ballots will be



Nomination ballots & willingness to serve cards must be mailed/

counted by international on February 16th.

Election ballots will be mailed by International on March 15th and must be mailed/post marked by April 5th.

Election Ballot instruction posters will be posted on both the LGA/PHL crew room bulletin boards. Please contact a local officer with any questions!

Holiday Snow Storm

The winter storm that hit the east coast the week before Christmas left many of you in a lurch. Many of you were kept in the airport on Saturday, December 19th for hours before finally being released.

We are very concerned as to how you were treated, the communication (or lack there of), and how arrangements were made for your hotels and ground

transportation. AFA also understands that no one from management was on site on Saturday to assist and bridge the communication and needs from you to scheduling.

From what we've been hearing, the preparedness and coordination was needs improvement.

If you worked during this storm we want to hear from you! We need a

written account of your experience. Please send all details to Adam Novish at awac03@comcast.net.



Your Contract

You are entitled to union representation when attending any meeting with the company. Probationary flight attendants are entitled to union representation regarding contractual issues. If you are on probation and called in for a meeting with management, contact a union representative for advice on representing yourself.

- If you have a meeting with management contact a union rep as soon as possible so we have time to prepare and ensure someone is available.
- Always carry your contract! If you feel your contract is being violated, professionally point out what is specifically being violated.
- Document everything! Who you

spoke with, the date and time you spoke to them and exactly what was said.



(continued on Page 4.)

Council 03

LG/PHL Flight Attendants

Fax: 302-328-7953

www.arwafa.com/03.htm

Council 03 Hotline:

800-424-2401 Press 1 followed by 733

Local Officers

LEC President: Adam Novish

Cell: (302) 249-7423 Email: awac03@comcast.net

LEC Vice President/Secretary: Lynn Rutley

Cell: (303) 601-7152 Email: skydivaafa@aol.com

www.arwafa.com



Council 03

Are you reading your e-lines?

Make sure you're checking your email regularly for Council 03 and MEC emails. This is a great way to stay informed and current on hot topics, jumpseat agreements, negotiations updates and current affairs.

Not receiving E-Lines?

First, check to ensure they are not being sent to your spam box and awac03@comcast.net is added to your *safe senders* list. Secondly, make sure your current (non-Company/airwis) email address is on file with AFA. You can update your email address by sending an email to Adam Novish at awac03@comcast.net.

If you've lost or damaged your contract, you can request a replacement through inflight management.

Your Contract (continued) ♦ Council 03 Phone Hotline ♦ MEC Meeting

- If you call scheduling and the recording says, "If you are calling in sick you will need to speak with a manager," hang up and call a union representative. This way, when you call back and inform scheduling you are sick, you will already be prepared with union representation when you are patched through to an inflight manager. If you are sick, you're sick! This tactic of making you speak with inflight should not deter you or make you feel intimidated.
- A grievance over a disciplinary issue must be filed within 10 business days of the issuance of discipline.
- A contractual violation must be filed within 30 business days of the violation.

A phone hotline has been established to keep you informed on the go. (The hotline number is printed on the top left hand side of this page) The goal is to have the hotline updated with a brief message every pay day.

While I would have like to have recorded the first message regarding negotiations, mobilization and unity I find myself distracted with the Recall of Barb Neisen from her position of MEC President.

As I communicated in an LEC E-Line, I voted against the recall. As your elected President, I am charged with voting how you would want me to vote.

I want to thank everyone for their support. Thank you for taking ownership in YOUR Union.



The MEC will be meeting in Chicago the week of January 25th. In attendance will be each LEC President and MEC Officers.

An MEC Meeting is scheduled for the 26th/27th. Any member in good standing is welcome to attend. For details please contact a Local Officer.

I have submitted two advance agenda items:

1.) Recall Juli as MEC President.

I have heard from so many of you that you do not support the recall of Barb Neisen. It is not too late bring Barb back to office and let her finish her term which runs through the end of this year.

2.) LEC Newsletters

Local Newsletters are just that.....Local. I made numerous requests to the DCA Local President to remove Council 03 members from her e-lines. All of which were refused. The intent of this agenda item is to ensure that Local Newsletters only go to members of that Council.