

EVERYTHING  
YOU'VE EVER  
WANTED TO  
KNOW ABOUT:

# DISPLACEMENT AND VOLUNTARY FURLOUGH

## What is a displacement and why is it occurring?

Displacements occur when there is an overage of flight attendant staffing in some domiciles while there are staffing shortages in other domiciles.

In other words, we have the correct number of flight attendants across the system, but due to schedule changes there may be too many flight attendants in some domiciles while other domiciles are greatly understaffed.

In order to rebalance these staffing needs across the system, flight attendants in over-staffed domiciles may be displaced to domiciles where vacancies exist.

In this brochure you'll find answers to the most commonly asked questions regarding the current displacement.

**If you volunteer to be displaced, the company will reimburse your moving expenses.**



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## What the Contract Says: Section 17 *And why it doesn't apply in the current situation*

Section 17 of our contract is entitled "Furlough, Displacement, and Recall". The language in this section deals with furloughs and the resulting displacement and recall rights of the affected flight attendants due to a system wide reduction in force. It is important to know that the displacement language found in Section 17 is **only** applicable when a reduction in force and involuntary furlough (layoff) occurs.

So what happens when the airline needs to displace flight attendants in order to correct system wide staffing imbalances **WITHOUT** a reduction in force? There is no language in Section 17 that addresses this scenario, so AFA and American Eagle negotiated a Side Letter entitled "Displacement and Voluntary Furlough".

Because there is currently no reduction in force or involuntary furlough (layoff) occurring, the provisions of Section 17 do not apply in the current situation. More importantly, the side letter does **NOT** replace or amend the language found in Section 17. Prior to the implementation of this new side letter, there were no negotiated provisions for dealing with a stand-alone displacement- in other words, a displacement without a

furlough (layoff.).

**W**ithin the Section 17 displacement language there is a provision which allows displaced flight attendants to bid into another domicile regardless of vacancy, thereby bumping the most junior flight attendant out of the domicile. This newly displaced flight attendant then bids another domicile, potentially bumping another flight attendant out, and so on. This is referred to as "Bump and Roll", because the effect of bumping flight attendants out of their domiciles results in a protracted roll from domicile to domicile. This method is only applied when there is a reduction in force – meaning that some flight attendants have lost their jobs involuntarily.

**T**he goal of this Side Letter is to reduce the negative effects of the "Bump & Roll" displacement when no one is losing their job to an involuntary furlough (layoff), while winning some benefits to help ease the pain of moving and creating numerous opportunities for flight attendants to manage their lives during a displacement. We'll cover the side letter in more detail on the next page.

## Avoiding the “Bump & Roll”

One of primary benefits of the Displacement Side Letter is that the effect of displacements are limited, thereby causing as little pain and inconvenience as possible to the flight attendant group as a whole.

Since the displaced flight attendants can only bid into a domicile where vacancies exist, there is no bump and roll effect.

While this might seem unfair to the flight attendant who believes that his/her seniority should allow him/her to be based wherever they desire in a displacement, AFA must do everything possible to protect all of our members no matter where they fall on the seniority list.

Please keep in mind that displacements are not permanent. Flight attendants will be able to use the monthly base transfer bid to change bases when vacancies become available, in accordance with Section 15 for the normal filling of vacancies.



## A Closer Look at the Side Letter on Displacements

Now that we've explored the contract language from Section 17, let's see what the Side Letter offers our flight attendants.

Discussions between AFA and the Company, regarding stand alone displacement language began in April 2007. A displacement is never easy for anyone affected, so one of AFA's primary goals was to reach an agreement that minimized the impact of a displacement, disrupting as few Flight Attendants' lives as possible. AFA reviewed many other Flight Attendant contracts during the side letter discussions. We found that it was not uncommon to find language in these contracts addressing a stand-alone displacement.

A draft side letter was presented to the MEC for their consideration. The draft was discussed on several occasions on conference calls and MEC meetings. Subsequent changes to the letter were made in accordance with direction given by the MEC. A final version of the side letter was ultimately approved by the MEC on November 26 2007.

### Highlights of the Displacement Side Letter:

- The side letter applies when a displacement from a particular domicile is necessary, typically when a substantial staffing imbalance exists which is anticipated to last more

than 90 days when no reduction in total force is anticipated.

- If the staffing imbalance is not remedied, the most junior flight attendants equal to the amount of the remaining overage will be offered their choice of (i) involuntary displacement to a domicile where a vacancy exists or (ii) voluntary furlough
- **Example:**

A surplus of 10 flight attendants exists at domicile "A." All flight attendants in domicile "A" are offered the opportunity to bid on 10 open positions (which happened to exist in domicile "B") 5 flight attendants in domicile "A" bid and are awarded the vacancies in domicile "B." The remaining 5 most junior flight attendants in domicile "A" are offered their choice of involuntary displacement to domicile "B" or voluntary furlough.

- Flight attendants who opt for voluntary furlough will provide the company with a list of domiciles to which they will accept recall. Flight attendants may amend their recall

preference at any time. However, the recall preference on file with the company as of 12:00 p.m. Central time one day prior to base transfer awards will be used for purposes of executing transfers/recall.

- A flight attendant on voluntary furlough may not bypass recall to the domicile from which he or she was furloughed
- If a flight attendant on voluntary furlough lists a domicile other than that from which he or she was originally furloughed, he or she may bypass recall to that other domicile. That domicile, however, will be permanently removed from their list of recall preferences.
- Should vacancies remain after the transfer/recall process described above, Eagle may hire new flight attendants to fill the vacancies
- If vacancies emerge in the domicile of the original displacement, those vacancies will be first offered to those voluntarily furloughed in seniority order
- If you are displaced, or

# An Industry Snapshot

It's no secret that our industry is facing some serious challenges these days. No carrier is immune from soaring fuel prices, the devaluation of the dollar, and many other issues. Here are a few headlines from the first week of July 2008:

[American Airlines to eliminate 900 flight attendant jobs](#)

[Comair to lay off 220 flight attendants](#)

[AirTran to cut 300 flight attendant jobs](#)

[Aloha Airlines and ATA Airlines cease operations in 2008](#)

[NWA slashes 2500 jobs, pumps up ticket, bag fees](#)

[SkyWest June passenger traffic down](#)

[Midwest Airlines flight attendants could see significant pay cuts](#)

... and industry analysts believe that this is only the tip of the iceberg.

***Should you elect to take a leave of absence, you may extend it or opt for voluntary furlough***

volunteer to be displaced, all of your moving expenses will be reimbursed by the company pursuant to Section 6 of the contract.

- For those accepting voluntary furlough, standard furlough benefits apply in accordance with Section 17 of the existing contract.
- Flight attendants accepting voluntary furlough will retain all forms of seniority and continue to accrue occupational seniority.
- Flight Attendants on a Leave of Absence at the time of the displacement will not be required to select either a.) Displacement to another domicile or, b.) A voluntary furlough for the duration of the leave.

## Questions & Answers

**1. Are the numbers of 54 flight attendants in San Juan and 55 Flight Attendants in Boston the final number of displaced Flight Attendants, or is this subject to change?**

*These numbers are current; however, if AA changes their schedule we may need to change our numbers as well.*

**2. After the system-wide transfer bid for DFW/EX closes, when will we know the results?**

*The transfer bid results will be available immediately, sometime on July 16.*

**3. Do we know the**

Here are a few of the questions that flight attendants have about displacements and voluntary furloughs.

**approximate number of Lines / Reserves we'll have at the new DFW-EX base?**

*Each base Reserve count is approximately 20% of the total Flight Attendant count. DFW-EX will have 100 Flight Attendants, therefore the approximate number is 80 line-holders with 20 Reserves.*

**4. Can we be displaced to another base if DFW-EX gets filled with the transfer bid?**

*Yes. Not only that, it is possible that there will be available spots at every base other than SJU and BOS after the transfers are awarded. Flight Attendants will be displaced to fill the vacancies and will get to choose from amongst those bases with available openings. Requests **will** be granted in seniority order.*

**5. Are Flight Attendants who choose a Voluntary Furlough or Personal Leave required to pay Union dues?**

*As per the AFA Constitution and Bylaws, a flight attendant on a Voluntary furlough is required to pay union dues for the first three (3) months of the furlough. And a Flight Attendant on a Personal Leave is also required to pay union dues for the first three (3) months of such leave.*

**6. What is Classification Seniority?**

*This is the seniority number used for pay purposes.*

**7. Can we travel on a Personal Leave?**

*Yes, as per company policy we will retain D2 travel for the first 6 months of such leave.*

**8. Do we get reimbursed moving expenses if we put our name on the RF 201 TXFR bid?**

*No, as per Section 15.C.3 of our contract, Flight Attendants throughout the system will be afforded the option to bid for openings at a new domicile. This is just a transfer bid. You get reimbursed moving*



# EAP:

## Members Helping Members

The EAP volunteers at AFA/American Eagle are always available to assist you with a variety of concerns and issues which may be affecting your well-being.

An often overlooked resource is the AFA/MEC Website, which offers an excellent EAP section.

On the website you'll find resources for financial assistance, low cost healthcare, unemployment assistance, credit counseling, assistance with utility bills, and much, much more.

The website address is:

<http://afaeeagle.com>

Just click on the MEC Committees link for access to the EAP page.

In addition to the website, we have well-trained EAP representatives in every single domicile – all communications with AFA's EAP representatives are strictly confidential.

# EAP

*expenses if you are Voluntary/Involuntary displaced.*

### **9. Will there be a separate seniority list for the new DFW-EX base? If not, how will it work for bidding purposes?**

*DFW and DFW-EX will be separate, a Flight Attendant would have to ask for transfer and go to training if he/she wants to switch between the two.*

### **10. Will leaves be granted after the displacements?**

*While we know that Personal Leaves will be granted prior to any displacements, we are unsure at this time if the company will offer leaves after the displacements take place.*

### **11. If I accept a six month personal leave is lieu of displacement, what base do I return to at the end of my leave?**

*At the end of the leave, you may actually be able to extend the leave up to one year. However, should you wish to return to work, you will be advised of the bases which have vacancies. You would then be given the opportunity to bid from amongst those openings.*

### **12. If I accept a six month personal leave in lieu of displacement can I opt to be placed on voluntary furlough status at the end of the leave?**

*You may be able to extend the leave up to one year. Regardless of the duration of the leave, you may opt to be placed on voluntary furlough status at the end of it.*

### **13. What does it mean**

### **when the side letter says it doesn't apply in the event of a Domicile Opening/Closure or in the event of a Furlough (paragraph 8?)**

*This language means that the side letter is not meant to replace any of the existing and current contract provisions pertaining to base openings, closures, and furloughs.*

### **14. What if the Company is unable to fill all the openings within the system? Can they displace Flight Attendants from a base other than BOS or SJU?**

*There are no plans to displace Flight Attendants in any other base. Any remaining openings will be filled with new hire Flight Attendants.*

### **15. Will the 3 and 6 month leaves be awarded in seniority order?**

*The PLOAs will be awarded in seniority order.*

### **16. Given my seniority number, I would be scheduled for displacement, but I am out on a LOA at the time of the displacements. What will happen to me?**

*Flight Attendants on a leave of absence at the time of the displacement will not be required to select displacement to another domicile or voluntary furlough for the duration of the leave.*

### **17. If I take a furlough, will my family and I be able to travel?**

*While on voluntary furlough, you will retain travel benefits for 18 months, including your parent's travel benefits,*

*registered companion (available only if single) and AA20. After 90 days, you and your family members will travel as D2P boarding priority for the remainder of the travel period. D1, travel on other airlines, A9 and D3 passes are not allowed.*

### **18. I am going to be displaced and paragraph A.1. of the sideletter says that I should be given priority over voluntary base transfers. Shouldn't I be given the opportunity to bid to DFW/EX before other Flight Attendants in the system?**

*We are actually experiencing two events here. First, we have a base opening for Executive in DFW. Next, we are displacing from both BOS and SJU. The process will begin with the posting of vacancies in DFW/EX pursuant to Section 15 of the contract. Following this bid, regular transfers will be frozen and the BOS & SJU Flight Attendants being displaced will be given priority over all other individuals to bid openings that exist within the system.*

### **19. Why wasn't my seniority considered in the displacement sideletter?**

*It was. You are able to exercise your seniority to secure positions where openings exist within the system. As previously discussed, the "bump and roll" method applies only when a furlough occurs. Unlike a furlough, we actually need to retain all the staffing we have; we just need it in different areas of the operation.*