



Thursday, April 20, 2017



Company Announces Updated FOI Timeline - LAA/LUS

Yesterday, the Company made a presentation on its updated timeline for Flight Attendant Operational Integration (FOI) to the National Officers and Base Presidents.

The details of this timeline were not known by APFA leadership prior to this presentation. APFA learned yesterday, along with you, that AA has finally committed a significantly increased amount of IT resources to move closer to FOI.

Key Points of FOI Timeline:

- FOI and PBS are not tied together.
- FOI takes place on OCT 1, 2018, at which time transfers between legacy carriers will be possible. (The timeline includes proposed LOAs to move up implementation of items that touch sick time, vacation pay, and premiums for LAA. **Note:** The company has not presented any LOA(s) to APFA leadership that would enable a change to the contract nor has the APFA agreed to any required LOA(s). LOA(s) resulting in a substantive change to the contract would require a vote by the membership).
- JCBA scheduling systems such as the Trip Trade System (TTS), Electronic Trade Board (ETB), Unsuccessful Bidders List (UBL), and Reserve Open Time Assignment (ROTA) to be implemented in **May of 2018** for LAA and at **FOI (October 1, 2018)** for LUS Flight Attendants when they migrate from CATS to FOS.
- PBS for LAA bases is pushed to an **undetermined date sometime between October, 2018 and the end of 2019**. Within that time-frame, the Company alluded to a piecemeal roll-out of PBS at smaller LAA bases to which APFA leadership strongly objects.

The APFA Board of Directors made it clear during the presentation that the extended delays in implementation have cost our members considerably, both financially and in terms of quality of life, and our membership fully expects to be made whole for these hardships.

While we continue the uphill fight to gain the respect and compensation we deserve, APFA's continued interest is getting as many beneficial provisions of the JCBA implemented as quickly and for as many of our members as possible.

We will fully review all aspects of this new timeline moving forward, and we will continue to advocate for the best interests of all members.