PHX Vacancy Notice of Realignment

Attention all PHX based Flight Attendants:

Today, a vacancy bid was posted giving notice that 20 Flight Attendants are being displaced/realigned out of PHX to LAX for the February 2020 bid period. As a reminder, this bid will close on December 7th at 1200 (CT) and the displacement award will be posted on December 9th at 1600 (CT). Ultimately, the decision to voluntarily change bases is your own. However, to help you make an educated choice we’ve compiled a list of FAQs to use as a guide. If you have a question that is not included below, please email us at MEC@afacompass.org.

FAQs (Frequently Asked Questions)

QUESTION 1
What is the difference between voluntary vacancy vs. involuntary displacement award?

ANSWER:
Voluntary: A voluntary vacancy award is when you have purposefully bid to change
bases during a vacancy bid.

**Involuntary:** An involuntary displacement award is when you have not bid or have not bid for a change of base during a vacancy bid period and yet you have been assigned to a different base.

**QUESTION 2**
I want to try to stay in PHX, what should I do?

**ANSWER:**
You should not bid for LAX during the vacancy bid. Check in Ascension that both your ‘Vacancy’ and ‘Displacement’ bids show PHX as your chosen base.

**QUESTION 3**
If I don’t bid for a vacancy during the bid process and I am not awarded LAX, what happens?

**ANSWER:**
If not awarded LAX for February, you would stay in PHX for that bid month unless there are further displacements.

**QUESTION 4**
Can I be forced to fill a vacancy?

**ANSWER:**
Yes. Per Section 13.A.4. if a vacancy is not bid voluntarily, the Company may assign the most junior Flight Attendant(s) in the base to fill the vacancy.

**QUESTION 5**
I didn’t bid to change bases for a vacancy or displacement bid during the bid process but I’ve been awarded LAX, what happens now?

**ANSWER:**
If you didn’t bid or didn’t bid to change bases and you are awarded LAX for
February, you have been involuntarily displaced and your new base will be LAX for the February bid month. Being involuntarily displaced means that you are eligible for certain benefits under your CBA and the State of Arizona.

**QUESTION 6**
If I voluntarily transfer to LAX and plan to actually move within 75 miles of my new base, am I entitled to moving expenses?

**ANSWER:**
No, per Section 13 C.2., you are only entitled to moving expenses as specified in the CBA section 15, *if you are involuntarily* displaced! If you bid to change bases, you are not eligible for these benefits.

**QUESTION 7**
Will I keep my 2020 awarded vacation at my new base?

**ANSWER:**
Possibly. Per Section 9.F.1., vacation periods can transfer but only with company approval. If vacation is not allowed to be transferred, you can select from open vacation period(s) at your new domicile or may elect to be paid out your accrued vacation.

**QUESTION 8**
I’d rather go to SEA. If there is a Flight Attendant based in SEA who is junior to me, can I bump/displace?

**ANSWER:**
No. Section 13 C.2. does not provide for bumping/displacement if there are no furloughs.

**QUESTION 9**
Will there be furloughs?
ANSWER:
Per the Company, they are not currently planning for furloughs.

QUESTION 10
If I stay in PHX, will I go back on reserve?

ANSWER:
Possibly, but this will depend on your seniority. Even if you maintain your line, please keep in mind that line awards will most likely be very limited in regards to pairing length, commutable (report & release times), credit value, etc.

QUESTION 11
I’ve been displaced, but I’m going to try and commute to LAX. What should I do now?

ANSWER:
Plan and prepare!

- Commute: Understand your commuter policy found on Comply. Research departure and arrival times on all carriers to and from your new base. Become familiar with listing procedures on all carriers.
- Bidding: Make sure you check your seniority at your new base to determine if you can hold a line or if you will be on reserve. If you can hold a line, there are PBS bidding trainers in LAX who can help with showing you how to bid for a commutable line or you can reference the PBS bidding guide found on the afacompas.org website. If you will be on reserve, you may need to research crash pad information.
- Parking: We are currently working with the Company on possible solutions to retaining your PHX parking benefits. If this isn’t possible, your CBA Section 4.E. will apply.

QUESTION 12
I can’t commute, and I can’t go back on reserve. What are my options?
ANSWER:
Your Master Executive Council (MEC) and Local Executive Council (LEC) Officers will be making base visits in the coming weeks and holding Worker Displacement meetings in PHX hopefully at the beginning of January. During these meetings, your options will be discussed in depth. Location and times are TBD but we will make sure to give you enough advance notice to try and bid accordingly. If you are unable to make these meetings, please get in touch with your Local 81 LEC officers.

QUESTION 13
I’m an LAX Flight Attendant, how is this going to affect me at my base?

ANSWER:
The effects will be minimal and most will not be impacted. However, some could see a difference in their base seniority. This could mean that some who have held a line could go back on reserve, or those who were soon to get a line may be on reserve longer than they expected.

QUESTION 14
Will there be additional displacement bids going forward?

ANSWER:
Most likely. With the continuing loss of Delta flying, this is a probable scenario for both our SEA & PHX bases.

Stay Strong; Fly Safe; and Fly Your Contract.

In Unity,

Mike, Shannon, Terry, Dorothy & Heather
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