What's Next?

Compass Flight Attendants have been anxiously awaiting news from management about new flying. Unfortunately, we have no idea when such news will come, if ever. In addition, we are not certain precisely what the loss of Delta flying will mean for our future: will bases close, when, etc.?

As aircraft are returned to Delta, flying in the three domiciles has been, and will continue to be reduced.

The amount of staffing required to complete the schedule has been and will continue to change monthly. Should Compass be successful in securing a new flying agreement, it too, will impact our flying and required staffing levels. Until we receive critical and updated information from management, we are unable to predict exactly how the flying and staffing will be affected in each domicile location or if new domiciles could open and/or existing ones close.

AFA cannot control management's decisions. It is unfair to speculate any outcomes without facts. We will continue to press management on the issues that we know matter to Compass Flight Attendants in this period of uncertainty.
Compass Flight Attendants should know that we are always prepared for all forms of fallout that may result from any loss of flying. This is the aviation industry and change is always a constant. Our Contract contains many provisions and protections to guide and protect Flight Attendants should bases be downsized or closed.

Below are some of the key protections of our Contract and are ways AFA helps Flight Attendants in the case of staffing reductions:

**Downsizing or Closing of Bases**

When a base closes, management must provide AFA notice by contract. Notification requirement timelines of a closure are set by both federal and state Worker Adjustment and Retraining Notification Acts and generally contain provisions for a 60-day advanced declaration.

When a base downsizes, management will publish the reduction in staffing. In either case, if a Flight Attendant voluntarily takes a vacancy at another base or is involuntarily transferred it will be considered an involuntary displacement. More details are provided in Section 13.C. of the Contract.

Every downsizing or closure is unique. In such situations, AFA negotiates a downsizing or closure agreement with Compass to provide Flight Attendants with as many options and as much notice as possible. We also provide Flight Attendants with additional information about the closing/downsizing plans so they may make the best decision on accepting a vacancy or potential furlough. We are often able to negotiate additional benefits for Flight Attendants to stay (retention bonus) or for those accepting voluntary furloughs, when offered.

**Rescheduling, Extensions and TAR (Time Available Reserve)**

We’ve been experiencing Rescheduling and Extensions through out 2019. The
company may reassign/reschedule a trip by adding or deleting flights. A Regular Lineholder may also be extended through the involuntary assignment of additional flights provided the additional flights are scheduled to depart from the Lineholder’s domicile after her/his originally scheduled duty out time. For information regarding Rescheduling and Extensions: https://www.afacompass.org/news-junior-assignment-and-extension-guide-by-afa-compass-scheduling-committee. More details are provided in Section 6.I. of the Contract.

More recently, we’ve been experiencing situations where trips are being cancelled, or portion thereof. A Regular Lineholder can experience cancels to all or part of their schedule if it is due to weather, mechanical or other operational issues. You will either be reassigned, placed on Time Available Reserve (TAR), Ready Reserve, or be released. You should not be required to be available prior to the report time of your original pairing or after your originally scheduled check-out time. You will receive pay and credit for the original trip. More details are provided in Section 6.J. of the Contract.

**Moving Expenses**

If you are involuntarily displaced (see above definition) to a new base and decide to move to your new base, you are eligible for up to $3,000 in moving expenses. You are also due at least one day off for your move. These benefits are available for 12 months after you are displaced to your new base. For further details on moving expenses and days off. More details are provided in Section 15.A. through D. of the Contract.

**Furlough and Recall**

Furloughs occur when a base downsizes or closes and there are not enough vacancies at other bases to accommodate all displaced Flight Attendants. Management has stated there will be no furloughs, but should conditions change, it is important to note the Company must offer voluntary and involuntary furloughs. Involuntary furloughs must occur in reverse seniority
order. Importantly, if you are furloughed you retain a right to recall for 5 years and maintain your seniority. More details on furloughs and recall are provided in Section 12.A. through C. of the Contract.

Worker Displacement Meetings

Whenever a base is downsized or closed AFA schedules a “worker displacement” meeting for the base. AFA always has a representative from the State's unemployment or economic development agency at the meeting to provide information on unemployment benefits, education and retraining opportunities, health insurance, and other important legal and practical information for job loss. We held these meetings when DTW and MSP closed, and they were very beneficial for attendees.

One important takeaway from the above information is that, typically, the benefits of the Contract and State Law are not available if you quit employment prior to a staffing reduction or furlough. AFA understands that living in a state of employment uncertainty is stressful. Taking care of yourself is important. Please look for a follow-up E-line in the next few days which will address the personal aspects of our state of uncertainty: “Take Control of Your Stress and Finances Now.”

If you have any questions or concerns please contact your local AFA Compass officers. Their contact information can be found by visiting our AFA Compass site: www.afacompass.org.

Please Fly Safe, and take care of one another.

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