PHX & SEA Base Closure FAQ

As of April 1st 2020 the PHX base will close and as of May 1st 2020 the SEA base will close. All PHX based Flight Attendants are being displaced out of PHX to LAX during the April 2020 bid period and all SEA based Flight Attendants will be displaced out of SEA to LAX during the May 2020 bid period. We’ve compiled a list of FAQs for you to use as a guide and to inform you of your options. If you have a question that is not included below, please email us at MEC@afacompass.org.

QUESTION 1
My base is closing, what are my options?

ANSWER:

1. Stay at Compass and commute to LAX.
2. Leave Compass and become a Displaced Worker (DW). As a DW you will be eligible to collect Unemployment Insurance (UI) in the state you reside.

Your Local Executive Council (LEC) 81 & 84 Officers met with the Arizona at Work representatives who provided detailed information regarding how to apply for AZ UI benefits, apply for jobs, apply for grants, and to sign up for local events such resume and interview workshops. They will be happy to provide one-on-one support so please reach out to make use of these benefits! You can contact: Robert Stenson, email: robert.stenson@phoenix.gov, tel: (602) 256-3140. Or visit:

- www.azul.com
- www.azjobconnection.gov
- www.ARIZONAatWORK.com/phoenix

We hope to have a UI orientation for the state of Washington soon and dates are TBD. Please note that UI works differently in every state and you will have to apply for UI benefits in the state you reside.

QUESTION 2
What if I decide to commute to LAX but after a brief trial period, I find I can no longer support the commute. Can I still collect UI benefits?
This varies from state to state and can depend on what state you live in, so please do your research in your own state before making a decision. Sadly, if you live in AZ the answer to this is: no. You can make use of the AZ job centers workshops, grants, and other benefits, but once you elected to work in a different state you are no longer eligible for UI.

**QUESTION 3**
What happens if I don’t bid during the vacancy notice? Will they consider this a resignation?

**ANSWER:**
No. If you do not have a bid in Ascension you will automatically be displaced to LAX. If you have chosen to voluntarily bid to change bases, you will no longer be eligible for certain benefits like moving expenses. If you plan to resign and want to be eligible to be paid your earned and accrued vacation, please follow the guidelines as laid out in the CBA section 9.C.4.

**QUESTION 4**
If I plan to actually move within 75 miles of my new base, am I entitled to moving expenses?

**ANSWER:**
Yes! Per Section 13 C.2., you are entitled to moving expenses as specified in the CBA section 15 if you are involuntarily displaced. If you’ve placed a voluntary bid in the vacancy bid to change bases, you are not eligible for these benefits.

**QUESTION 5**
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. Email Crew Planning with your request or you can trade your vacation with vacation open time when the vacation trade period opens (see CBA section 9). If your awarded vacation is not approved to be transferred, you can select from open vacation period(s) at your new domicile or you may elect to be paid out your accrued vacation.
**QUESTION 6**
Will there be furloughs?

**ANSWER:**
Per the Company, they are not currently planning for furloughs.

**QUESTION 7**
If I go to LAX, will I go back on reserve?

**ANSWER:**
Possibly, but this will depend on your seniority. Even if you maintain your line, it is likely that your line award could look very different from what you were used to as there may be a large shift in your seniority percentage that will affect your line award. There are also slight differences in pairing construction at each base in regards to pairing length, commutability (report & release times), credit value, etc. Please email the LAX LEC 84 Officers or the Scheduling Committee (contact details found on afacompass.org) for the current projected lines available in LAX to see where your seniority would fall in. Please keep in mind that your seniority could change from April to May as more FA’s from SEA will also displaced to LAX and that LAX itself is downsizing as we lose more DL flying hours.

**QUESTION 8**
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 afacompass.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 & SEA parking benefits. If this isn’t possible, your CBA Section 4.E. will apply.

**QUESTION 9**
I’m an LAX Flight Attendant, how are the base closes at PHX & SEA going to affect me at my base?

**ANSWER:**
Most will 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. It could also mean that you go from a ‘senior’ lineholder and are usually used to getting what you bid for, to a more ‘junior’ lineholder who’s line award will look much different. You may need to consider changing your bidding practices.

**QUESTION 10**
Will I now be a part of Council 81 or Council 84?

**ANSWER:**
Once SEA closes, we will be consolidated into a single Council: 84. Elections for your MEC/LEC 84 Officers will begin shortly after May. All members will have a chance to vote for your new AFA leadership at that time.

**QUESTION 11**
What is a WARN notice and why didn’t PHX get one?

**ANSWER:**
It’s a part of a US Labor law (not state) and it stands for the Worker Adjustment and Retraining Notification Act. This act requires employers to give 60 days’ advance notice of a closure or layoffs that will affect 100 or more employees. Since the Company conveniently displaced a number of Flight Attendants, Pilots and Mechanics prior to announcing the PHX base closure, the number of employees at the PHX base was less than 100 at the time of closure and because of that, no WARN was required.