



AFA Debrief June 28, 2022

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PRIDE – Looking Back

For decades, Flight Attendants have made up one of the most diverse and beautiful workforces in the world. We are a part of a community, driven to connect people around the globe by sharing our own unique stories and bringing people closer together through inclusion and representation.

As we close out the celebrations of PRIDE month here in the United States, we want to take a moment to reflect on the power of solidarity and the fight for equity here at our airline.

Looking to the past one can quickly identify how much of an impact Flight Attendants have had on social change. First, it began as a movement led by the airline workers of the 1940s fighting for their right to unionize. The women who lead AFA in the

1960's successfully fought to remove barriers related to age, gender, and marital status. Those early organizers laid the groundwork for continued improvements and employment opportunities both here at United and across the airline industry.

As recounted by Guy Bosworth in our AFA publication [Successes](#), in 1996 the City of San Francisco passed an Equal Benefits Ordinance that required all companies doing business with the city to provide the same benefits to unmarried employees in domestic partner relationships – including gay and lesbian couples – as they did to married couples. United and the Air Transport Association (ATA - the airline industry's lobbying group) sued the city saying they were not affected by local statutes.

Flight Attendants and local activists came together to fight management's opposition.

The "United against United" campaign targeted the airline in the court of public opinion and consisted of protest rallies, sit-ins, and marching in the San Francisco Pride parade 25 years ago. United did not fully prevail in the lawsuit and was directed to provide partial benefits. United and the ATA (now known as Airlines for America or A4A) filed an appeal that was denied on July 29, 1999. One day later United announced it would provide full domestic partner benefits, including health and pension benefits, to gay employees and retirees worldwide. Within days American and Delta followed suit and offered domestic partner benefits to their employees as well. Over the course of the next several years, domestic partnership benefits became standard throughout the airline industry.

All of this was, in large part, due to the hard work and advocacy of AFA and United Flight Attendants.

Every day activists that see injustice and speak up, are the driving change behind improvements and equity in the United States and around the world. Our LGBTQ+ Members have played a vital role in advancing worker's rights in Aviation. We thank each and every one of them for their continued contributions to making the world a place where we can all be accepted and thrive.

Forbes Source

Submitting Multiple Help Hub Cases & Timing These Requests

Understanding that we share significant frustration in getting responses to any number of transactions that need to be completed after contacting the company, we continue to find ways to reduce call volumes and to expedite the processing of many of these transactions. During our discussions, we are learning that there is one area where our directed efforts can actually expedite processing. Crew Pay has advised us that submitting multiple requests for service via Help Hub will not expedite the processing of the request, including pay claims.

In addition, as Flight Attendants who often anticipate not only the needs of our passengers, but we also anticipate our own needs when we see irregularities impacting our pairings. Crew Pay has asked us to communicate, as well-intentioned as some of these requests may be, they cannot update or make changes to pairings that are still in motion. Their recommendation is for us to wait until the pairings have been completed and then to check our Pay Register as many of the issues we anticipate can and will be fixed by automation that is in place. If after completion of the pairing and a review our Pay Register, we still do not see the pay we anticipate, only then should we generate a single request to Help Hub for assistance.

While we know it is frustrating to navigate some of these more complex processes, knowing the right time and format by which to generate an inquiry will only help us get those issues resolved with the least amount of waiting as is possible.

Calculating the Quarterly Incentive Bonus Hours

We have begun to receive questions on how the quarterly incentive bonus pay calculation will be determined for the first quarter following implementation of the common scheduling platform.

Using the information itemized at the top of the Master Schedule, the Month to Date (MTD) block, vacation (VAC) and deadhead (DHD) and using the example below, capture that information from your schedules. Using the format below, you can then calculate the total hours eligible for the incentive, those above 200 hours, in the calendar quarter. Remember, anything except actual block, vacation and deadhead are excluded. MDP and Sick Leave are examples of values excluded from this calculation.

Keep in mind, the maximum number of hours to which the incentive applies is **330 hours** and *no incentive pay will apply for block hours flown in excess of 110 hours in a bid month.*

If you have additional questions, please contact your Local Council Office.

Quarterly Incentive Calculation					
MONTH	MTD BLOCK	VAC	DHD	TOTAL	HH:MM Used toward Calculation
OCT	77.3	0	2.7	80	80
NOV	79.53	0	0	79.53	79.53
DEC	142.35	0	0	142.35	110
Total					269.53
*Hours Displayed as a Fraction					

IOR Reminder

In February of 2021, we reviewed the difference between [ISAPs and IORs](#). As Flight Attendants we have a unique perspective. As aviation's first responders we are trained to monitor and address situations throughout the course of our workday. The reports we file documenting our experiences and how they were responded to provide information necessary to make positive changes to our industry and to advance safety initiatives.

As a point of clarification, when an incident necessitates an IOR it is important that ALL crew members file a report. If you were not directly involved in events that occurred or have no knowledge of details pertaining to the event that can be reflected in your report. It is important for working crew members actively file reports enabling AFA and United to quickly review submitted IOR's and see a full picture of the events that took place. We are all a part of the operation and how we operate both together and autonomously while working plays an important role in the safety and security of the aircraft.

If you have questions about safety-related reports, please contact your Local Safety Health and Security Committee.

Original Article: [ISAP vs. IOR February 9, 2021](#)

Restoration of Days Off and 'Work With' Window

When irregularities occur and we find ourselves reassigned as a result of irregular operations, there may be circumstances where we may be eligible for the restoration of day(s) off.

If you are entitled to have you day(s) off restored, this is accomplished by working with Crew Scheduling. Important highlights to remember:

- The day off must be restored within ninety (90) days after the original day off was lost.
- The day off restored must be on a regular scheduled workday
- In those circumstances where there is a choice of days off to be restored, it will be mutually agreed upon.

Alternatively, you may elect to be paid for the day. The additional pay for the Restored Day off is 5.0 hours. You can make a request for pay through CCS using the **Electronic Bulletin Board >> Requests**. Keep a record of pay requests and verify they have been completed in CCS.

Section 7.R.2. offers Flight Attendants the flexibility to restore days in the same month or future calendar months.

Restoration of a day(s) off during a multiple day pairing will be either the first or last day of the pairing subject to mutual agreement between the Flight Attendant and scheduling. A Flight Attendant who desires a day off restored in the following bid period may also call crew scheduling during the 'work with' window on the 22nd day of the month, which is the day prior to the open time window opening to adjust her/his schedule. A Flight Attendant will receive pay and credit for the value of the flight time lost on the restored day(s). If a Flight Attendant must drop a multiple day pairing to restore a day(s) off, she/he will have the option of not accepting reassignment for the remainder of the dropped pairing. In this case the Flight Attendant will either have her/his guarantee reduced or receive her/ his pay guarantee in accordance with paragraph Q. Unless a Flight Attendant declines

payment or will be unable to maintain her/his applicable day minimum, she/he will receive five hours (5:00) pay in addition to all other pay for the month in lieu of a restored day off.

If you are having issues restoring days off or are declined a restoration of days off during the 'work with' window on the 22nd please contact your Local Council.

For more information about restoration of day off, please review Sections 7.R.1 – 4 of our Contract.

REMINDERS:

JUNE – National Safety Month

JUNE – PRIDE MONTH

JUNE – Caribbean-American Heritage Month