



Most Delta Flight Attendants do not fear flying into unstable or dangerous regions. Those of us who do should not be penalized with an accountable absence, or forced to fly against our will to areas where violence and/or disease are uncontrolled.

Civil unrest In the Middle East and the spread of the Ebola virus have reaffirmed the necessity of non-punitive "Fear of Flying" policies. With IAM representation, we could develop mutually agreed upon, enforceable language that fosters fairness in application without subjective judgement.

Unionized Flight Attendants developed "Fear of Flying" policies after September 11, 2001, designed to support members during "unusual, typically global events, like 9/11, SARS and BOM '08," and tied to peer support programs.*

The philosophy behind this important language? Caring for those experiencing difficulties, fair and objective implementation, and safeguards against abuse. Incorporating real-time updates from corporate and union security departments, these policies provide relief during global crises.

In uncertain times, shared control is critical. Without a collective voice, we cannot mitigate our risk, and we can be unfairly disciplined for our personal decisions.

Sign or renew your card today so we can have a voice in developing policies that protect us all.

Visit www.iamdelta.net for more information





A message from NWA AFA EAP:

Update on the “Fear of Flying” policy

Dec 1, 2009

The Company continues to honor the “fear of flying” (FF) policy that was created after the events of Sept. 11, 2001. Please read the information below carefully.

Background:

- It was created to apply to **unusual**, typically global events, like 9/11, SARS, and BOM '08.
- It is a subset of the regular Family Emergency (FE) absence policy, and as such, is an **excused**, but unpaid absence.
- The goal of the policy is to give the FA the time and resource referral to address the fears they are experiencing, so they can process it appropriately and return to work.

How it works:

- FAs call their Flight Attendant Manager (FAM) to advise them they are experiencing FF issues.
- The FAM will discuss the reasons for the FA’s concern, providing appropriate assurances about the safety and security of NWA’s operation.
- If the FA indicates they remain afraid to fly, the FAM will then remove them from their trip as FF, and explain the EAP component, i.e. the requirement that the FA must contact an EAP resource. They may contact AFA EAP at 1-800-424-2406, Optum Health at 800-533-6939 or their own private resource.
- Once removed as FF, the FA is not eligible to pass-travel for personal purposes.
- The FA is asked to verbally confirm with the FAM their follow-up with an EAP resource.
- Ideally, the FA returns to work with the fear issues resolved. If any larger or complicating EAP issue comes to light during their contact with EAP, the FF would be converted to a sick or medical leave, with conventional documentation required.