



*Association of Professional Flight Attendants*

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*Proudly Representing the **Flight Attendants** of American Airlines*

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Office of the President

**RE: Update on Contract Negotiations between the Association of Professional Flight Attendants and American Airlines**

Dear [Senator or Representative]:

The Association of Professional Flight Attendants (APFA), representing the 17,000 Flight Attendants at American Airlines, has been in contract negotiations for almost two years. APFA's and American's negotiating teams just spent eleven intense days in a lock-down at the bargaining table with a mediator from the National Mediation Board. While APFA made numerous overtures to reach an agreement, American only offered further concessions. This was very offensive after the Flight Attendants gave \$360 million/year in concessions in 2003 to keep the Company out of bankruptcy and AA management has continued to take their bonuses. We seek salary and work-rules that will once again make our Flight Attendants part of this nation's middle class.

Flight Attendants are being paid 9 percent less today than they were in 2003. Taking into account inflation, they have suffered a 26 percent reduction in their purchasing power. Flight Attendants are losing their homes and all must work more days to make ends meet. This causes them to be away from their families more often and causes further disruption in their lives. Despite this devastation and after twenty-one months of bargaining, the Company has yet to offer any wage increases. In 2014, the last year of American's proposed agreement, the real dollar value of the Flight Attendants' pay will have shrunk by 41.4 percent.

Let me assure you that the last thing we want is to call for a job action and interrupt travel service, but this last round of talks has made that a much greater possibility. We are scheduled to return to the bargaining table the third week in February for one last chance to come to an agreement. In preparation for that, we would greatly appreciate your assistance by urging American Airlines to come to the table with a fair and equitable offer. Attached is a draft letter that you could send to American's President & CEO Gerard Arpey.

Thank you for your interest and I will be happy to answer any questions. I can be contacted at 800-395-2732, Extension 8101.

Sincerely,

Laura Glading  
President

## **SAMPLE LETTER TO MR. GERARD ARPEY**

Date

Mr. Gerard Arpey  
Chairman, CEO, and President  
American Airlines

Fax Number: (817) 931-2770

### **RE: Contract Negotiations with the Association of Professional Flight Attendants**

Dear Mr. Arpey:

I have been contacted by the Association of Professional Flight Attendants (APFA) at American Airlines concerning their contract negotiations. They have described making very little progress in this process although the two parties have been in negotiations for almost two years. I understand that the American and APFA negotiating teams recently spent eleven intense days in lock-down at the bargaining table with a mediator from the National Mediation Board. This resulted in continuing concessionary demands by American while APFA came forward with offers that would move the process forward towards reaching an agreement.

The APFA has assured me that they do not want to exercise their right to stop work but that threat looms larger in light of this lack of progress. A threat of disrupting our national transportation system is of concern to me. The members of the APFA gave over \$360 million in annual concessions in 2003 to prevent American from filing for bankruptcy. Since then, many Flight Attendants have faced severe financial difficulties and all Flight Attendants must work more hours to make ends meet. Not only has their standard of living been greatly reduced but they must also be away more from their homes and families. In the meantime, American management has continued to take their bonuses.

I urge you to come to the bargaining table with a fair and equitable offer for the Flight Attendants so that they can return to being part of our nation's middle class. I make myself available to assist in this process in whatever way I may be helpful and look forward to hearing from you.

Sincerely,