



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

Office of the President

June 29, 2010

U. S. House of Representatives
Washington, D.C.

RE: Update on Contract Negotiations between the APFA and American Airlines

Dear Representative:

As President of the Association of Professional Flight Attendants (APFA), I last wrote to you in February to provide information on our contract negotiations with American. Many of you responded and sent letters to our CEO Gerard Arpey urging management to come to the table and bargain fairly to reach an equitable contract. For that, our over 17,000 members are deeply grateful.

In my last letter, I also promised to provide updates on our talks. I wish I could report that some progress has been made. However, though we have been in formal mediation under the National Mediation Board since January 2009, management only demands more concessions. It has been seven long years since our sacrifices to keep American out of bankruptcy. After more than two years at the bargaining table, our members continue working today under an overall 26% reduction in pay and benefits compared to 2003. Now they face increased attacks and downward pressure by management on their healthcare and pensions.

In mid-May, while we again met with the company and the NMB, American's Flight Attendants demonstrated their will and their solidarity with a strike authorization vote of over 96% of the 90% voting.

Let me be clear, any job action is a last resort. With the summer months upon us, we fully understand the impact of any travel disruptions. Though we have appealed to the NMB to declare the talks at an impasse and to start a 30-day cooling off period, APFA remains committed to bargaining a satisfactory and ratifiable agreement with management.

The Board has not yet scheduled additional negotiations nor issued a decision regarding our request to be released. In fact, we do not expect further action on our petition until mid-August at the earliest. In the meantime though, we must continue to pressure management to bargain in good faith with our members who made such deep sacrifices for the company's sake when called upon.

While American rightfully promotes its future plans for improved financial security and growth—to investors, to you, to the public and employees alike—our Flight Attendants need and deserve to know they are part of that planned security and growth. Continued urging of American by you and your colleagues to recognize the contributions and sacrifices of our Flight Attendants would greatly help us achieve a positive outcome.

Once again, I thank you for your assistance. I remain available to speak with you at any time should you have questions or concerns.

Yours very truly,


Laura R. Glading



Association of Professional Flight Attendants

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

Office of the President

June 29, 2010

U. S. Senators
Washington, D.C.

RE: Update on Contract Negotiations between the APFA and American Airlines

Dear Senator:

As President of the Association of Professional Flight Attendants (APFA), I last wrote to you in February to provide information on our contract negotiations with American. Many of you responded and sent letters to our CEO Gerard Arpey urging management to come to the table and bargain fairly to reach an equitable contract. For that, our over 17,000 members are deeply grateful.

In my last letter, I also promised to provide updates on our talks. I wish I could report that some progress has been made. However, though we have been in formal mediation under the National Mediation Board since January 2009, management only demands more concessions. It has been seven long years since our sacrifices to keep American out of bankruptcy. After more than two years at the bargaining table, our members continue working today under an overall 26% reduction in pay and benefits compared to 2003. Now they face increased attacks and downward pressure by management on their healthcare and pensions.

In mid-May, while we again met with the company and the NMB, American's Flight Attendants demonstrated their will and their solidarity with a strike authorization vote of over 96% of the 90% voting.

Let me be clear, any job action is a last resort. With the summer months upon us, we fully understand the impact of any travel disruptions. Though we have appealed to the NMB to declare the talks at an impasse and to start a 30-day cooling off period, APFA remains committed to bargaining a satisfactory and ratifiable agreement with management.

The Board has not yet scheduled additional negotiations nor issued a decision regarding our request to be released. In fact, we do not expect further action on our petition until mid-August at the earliest. In the meantime though, we must continue to pressure management to bargain in good faith with our members who made such deep sacrifices for the company's sake when called upon.

While American rightfully promotes its future plans for improved financial security and growth—to investors, to you, to the public and employees alike—our Flight Attendants need and deserve to know they are part of that planned security and growth. Continued urging of American by you and your colleagues to recognize the contributions and sacrifices of our Flight Attendants would greatly help us achieve a positive outcome.

Once again, I thank you for your assistance. I remain available to speak with you at any time should you have questions or concerns.

Yours very truly,


Laura R. Glading