



Association of Professional Flight Attendants

Representing the Flight Attendants of American Airlines

Dear Flight Attendants,

Now that we have managed to sort out most of the major issues we faced as a result of the American-US Airways merger, we wanted to pause for a moment and recap how we got here. The flurry of activity over the past several months has been difficult to keep up with. On top of the commitments we all have in our personal lives, there have been huge changes to our professional lives. We want to be sure you have a roadmap so that you know what to expect in the days to come.

On December 9, 2013, after over two years in bankruptcy, American exited chapter 11 and merged with US Airways. The result is the largest airline in the world that will combine the networks, fleet, and workforces of both companies. The pre-merger US Airways management team has taken control of the new American and they have already completed a great amount of work to merge the two operations.

When the merger officially closed, APFA shifted to the Conditional Labor Agreement (CLA), which provided immediate improvements to our bankruptcy contract.

Like management, the unions representing the various workgroups at both airlines also had their work cut out for them to bring the companies together. For much of 2013, APFA and AFA-CWA (the union that represents the pre-merger US Airways Flight Attendants) worked toward reaching an Agreement on Bargaining and Representation (ABR). Our unions needed to determine how we would come together to achieve a joint contract that would cover all of the Flight Attendants at the new American. We also needed to determine how the Flight Attendants at the new American would be represented. Through cooperative discussions, we were able to finalize the ABR just before Christmas.

The next step was to bring the bargaining provisions of the ABR to the new American management. Through another series of cooperative conversations, APFA, AFA-CWA, and the Company reached a Negotiations Protocol Agreement (NPA). This agreement provides a timeline and process for achieving a joint contract.

Both the ABR and the NPA can be found at www.apfa.org.

In short, the ABR states:

- APFA will take on the responsibilities of representing the combined Flight Attendant workgroup at the new American.
- Until a joint contract is reached, AFA-CWA will continue to administer its current contract.
- After a joint contract is reached, AFA-CWA will continue to handle all outstanding grievances that arose under the AFA-CWA's US Airways contract.
- A joint negotiating committee, comprised of Flight Attendants from both pre-merger airlines, will prepare contract openers based on the best of both pre-merger contracts (APFA's CLA and AFA-CWA'S US Airways contract) and negotiate the joint contract.

The highlights of the NPA are as follows:

- Negotiations for a joint contract will begin no later than 60 days after the pre-merger US Airways Flight Attendants ratify the ABR and NPA.
- Negotiations will continue for 150 days.
- Whenever possible, the parties' goal will be to select specific entire sections of either existing contract and adopt them. For example, if the parties agree that the existing "Hostage Pay" language in the US Airways contract is best, that section can be accepted completely without re-writing it.
- The parties will use a mediator of their choosing to facilitate negotiations.
- If a tentative agreement is reached, it will be put to a vote of the combined Flight Attendant workgroup for ratification. If a tentative agreement is voted down, or if no tentative agreement is reached, any outstanding disputes will go to arbitration.
- The arbitration panel will include 3 neutral arbitrators, 2 union-appointed arbitrators, and two company-appointed arbitrators.
- The joint contract, as determined by the arbitrators, will be market-based in the aggregate and each pre-merger contract will be improved upon.
- If United Flight Attendants reach a joint contract after we do, adjustments will be made to reflect their improvements.

Continued...

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As you can plainly see, the ABR and the NPA put Flight Attendants first. These agreements provide a clear and direct path to a new contract that we all deserve – a contract that reflects all of the hard work that we have put into making the new American the world's leading airline. The only step that remains before we can put these agreements in place and get to work on a joint contract is a ratification vote of the pre-merger US Airways Flight Attendants. That balloting has begun and will conclude on February 28, 2014. In various communications and roadshow meetings, the AFA-CWA US Airways leadership will be explaining the benefits of the merger and these agreements to their members.

Finally, you, as an APFA member, are best equipped to answer questions about our work lives and our Union. Please extend a helping hand to our new flying partners whenever possible. We, the Flight Attendants of the new American Airlines, have an incredible opportunity. By showing management that the Flight Attendants are a cohesive workgroup, we will enter contract negotiations from a position of great strength.

In Unity,

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