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(1921 - 2004)  
Henry Kaiser  
(1911 - 1989)

June 9, 2014

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National Mediation Board  
1301 K Street, NW  
Suite 250 East  
Washington, DC 20572-0001

**Re: Application for Investigation of Representation Dispute Resulting  
from the Merger of American Airlines, Inc. and US Airways, Inc.**

Dear Ms. Johnson:

Today, June 9, 2014, the Association of Professional Flight Attendants (“APFA”), which represents the approximately 16,000 Flight Attendants from the Pre-Merger American Airlines and the Association of Flight Attendants-CWA (“AFA”), which represents the approximately 8,000 Flight Attendants from the Pre-Merger US Airways, jointly filed a petition with the National Mediation Board (“NMB”) seeking a finding that the merger of American Airlines and US Airways (“Merger”) has resulted in the creation of a single transportation system for purposes of representation of the craft or class of flight attendants under the Railway Labor Act, 45 U.S.C. §151 *et seq.*

APFA requests that, once a single transportation system determination is made, the NMB extend APFA’s certification as the exclusive bargaining representative of the Pre-Merger American Airlines Flight Attendants to cover the combined, post-Merger craft or class of Flight Attendants at the new American Airlines.

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We note that APFA currently represents approximately 66.66% of the combined Flight Attendant workgroup. In addition, a majority of Pre-Merger US Airways Flight Attendants have voted in favor of being represented by APFA. On February 28, 2014, AFA's membership ratified an APFA/AFA Agreement on Bargaining and Representation ("ABR"), which provided, in part:

C. Representation

1. APFA will become the representative of the class or craft of Flight Attendants at the New American.
2. Contingent on the New American's agreeing to the bargaining process described in section B.2, 8.3 and 8.6 above and the subsequent ratification of this ABR Agreement by the US Airways Flight Attendants, a Single Carrier Petition will be filed jointly by APFA and AFA no later than six (6) months after the close of corporate merger transaction (December 9, 2013). Simultaneous with the joint filing of a Single Carrier Petition, AFA will inform the NMB that it will not seek to be certified as the representative of the Flight Attendants. At that same time, APFA will inform the NMB that it will seek to be certified as the representative of the Flight Attendants at New American. The parties shall take all steps necessary to facilitate the NMB's determination.

(The condition precedent to a ratification vote – the Company's agreeing to the bargaining process described in the ABR – was satisfied. If you need a copy of the relevant portion of the ABR, please let me know.)

Although turnout for union referenda and elections is often very low, it is our understanding that almost 60% of the Pre-Merger US Airways Flight Attendants eligible voters cast votes on the ABR. Assuming 90% of the bargaining unit Flight Attendants were eligible to vote, that would be 4320 Flight Attendants. Of those, approximately 97.5% voted for APFA as their representative. When those voters are added to the approximately 16,000 American Flight Attendants whom APFA now represents, the total comprises 84% of the combined craft or class of Flight Attendants.

Finally, we are glad to report that APFA and AFA have made very substantial progress in integrating their seniority lists, and anticipate that a final integrated list will be completed in the near future. On December 20, 2013, the unions entered into an AFA/APFA Seniority Integration Protocol. The parties have adopted a simple integration formula, and have been working jointly to implement it. Barring unforeseen issues, APFA and AFA expect to finalize the list soon after

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American Airlines issues its annual Pre-Merger American Airlines Flight Attendant seniority list toward the end of this month.

Please let me know if there is additional information we can provide.

Sincerely,

A handwritten signature in black ink that reads "Mady Gilson". The signature is written in a cursive, flowing style.

Mady Gilson  
APFA General Counsel

Attachment

cc: Edward Gilmartin, AFA General Counsel  
Paul D. Jones, Senior Vice President and  
General Counsel, American Airlines, Inc.  
and US Airways, Inc.