

The Power of YES



The Association of Professional Flight Attendants

A YES Vote Puts Pressure on AA to Settle A NO Vote Lets AA Keep On Stonewalling

Dear APFA Member,

This year began with hope and optimism that our struggle for a new contract would be achieved, and that APFA members would finally make significant steps to restore our standard of living sacrificed in the 2003 bailout of AMR. Our hopes hinged on two mediated sessions of intensified bargaining, which followed more than 12 months of mediation and 22 total months of face-to-face meetings with management.

Coming on the heels of seven years of broken promises, American's claim that it shares our desire to reach a new agreement is belied by its own words and deeds. American's insistence on a Zero Sum agreement and, in recent weeks, a less than Zero Sum agreement says it all: AA negotiators continue to demand from frontline workers even bigger handouts through further concessions—more work from you for less overall pay.

As the facts in this Strike Authorization Report clearly demonstrate, the talks this entire year have laid bare American's objective, and illustrated that management values you only for what they can extract. They're as addicted to the more than \$340-million-a-year bailout they've been getting at our expense since 2003 as they are to multi-million-dollar bonuses for their top executives.

As happened in our last two, hard-won agreements, in 1993 and 2001, APFA members are again being forced to raise the pressure on management by moving toward the release stage of bargaining and eventually—if driven there—to self-help. To succeed in moving bargaining forward without having to resort to self-help, it's essential for us to convince AA management of our solidarity and our will to reach our goal.

Your Negotiating Team and your fellow members—all of us who are the Union—are now calling on each other to express the power of our unity and determination with an overwhelming YES vote for a strike authorization.

A YES vote doesn't mean we're going on strike, but it does send AA management the message that we will definitely strike unless they stop stonewalling us in bargaining.

A YES vote at this stage is crucial. In 2001, a period of stalled bargaining was given new life and momentum by an overwhelming YES vote in our "Power of YES" campaign for a strike authorization. Our solidarity was a clear sign to management of our members' resolve. It resulted in a strong agreement.

We need this “Power of YES” again—now, more than ever. We must do today what we did in 2001. Without a strong YES vote, management will continue extracting all the value from our bailout of the company in 2003, while our long-endured sacrifices continue to erode our livelihoods.

This is our best weapon short of an all-out strike or other job action. It is our legal leverage in a shameful game the company is playing by refusing to bargain in good faith. Without a powerful YES vote by our members, the company will only continue its foot-dragging while we and our families continue struggling to cope with a deteriorating standard of living.

Management is solely responsible for the tactics that have made this show of solidarity necessary. Your YES vote on the strike authorization ballot provides the means we now need to tip the balance of power to our side and force the company to confront the probability of a crippling job action should it continue down the path of Zero Sum proposals. Your YES vote can compel AA's negotiators to bargain fairly with us for once, or face the consequences.

Let me be clear that voting YES does not mean we will strike. But we must make management understand that we will use that tool should it become necessary. American apparently feels that we are weak and unable to unite, that we are afraid of taking decisive action. They believed this in 1993 only to be proved wrong. They were wrong then, and they are wrong now. We can only be pushed so far before we exercise our legal and moral right.

Your YES vote now on a strike authorization will once again show AA, its investors, and its customers that we are reaching the limits of our patience with the company's foot-dragging and Zero Sum demands.

History has shown that our solidarity brings reward. We proved that Unity Pays in 1993. The Power of Yes carried us to victory in 2001. We must summon the strength of our will again. It's Our Turn to show management where we stand. We urge you to vote YES.

In Unity



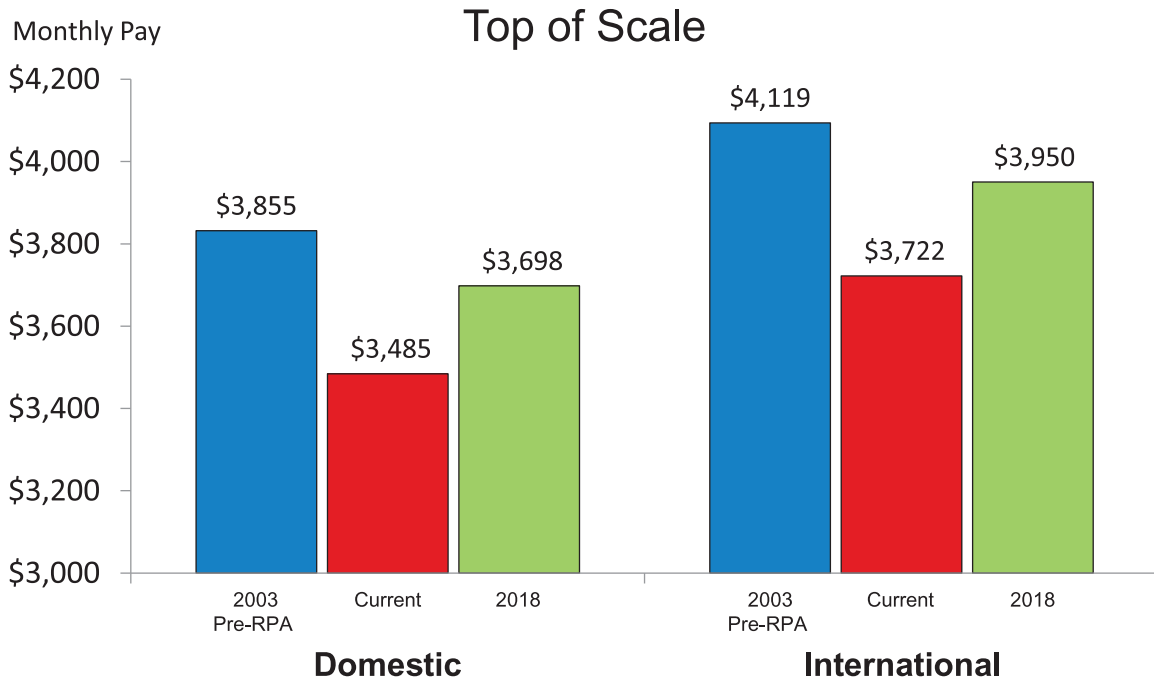
Laura Glading

American's Last Proposal Would Keep Us in the **Red** for Decades

If there was ever any question about why American needs to have its bargaining strategy of saving money at our expense challenged, that question was answered by the company's last proposal.

It covers a 10-year period from May 1, 2008, the amendable date, until May 1, 2018. As the following charts clearly show, it would leave Flight Attendants with a standard of living barely above where it is today and well below where it was in 2003, when we made huge sacrifices to bail out the company.

AA Proposed Monthly F/A Pay in 2018 Compared to 2003 and Current Pay



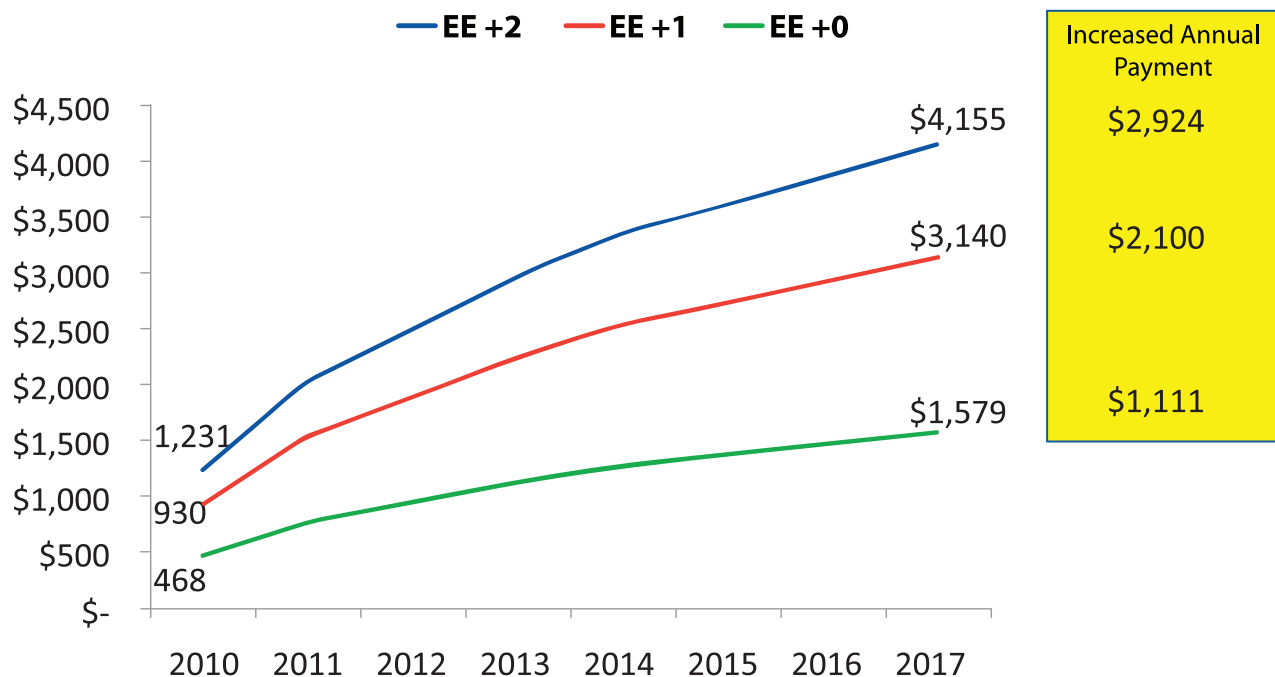
Source: APFA 2003 RPA Agreement and AA Last Proposal (3/3/2010)

Note: Monthly Pay at 75 Hours.

Assumes no structural wage increases beyond 2013 based on industry average increase in AA's proposal.

As the above chart comparing current pay to 2003 and 2018 illustrates, American's last proposal would still leave Flight Attendants earning hundreds of dollars less 8 years from now than we were making before the RPA – condemning us to 15 consecutive years of deteriorating living standards.

AA's Proposed F/A Annual Medical Payments



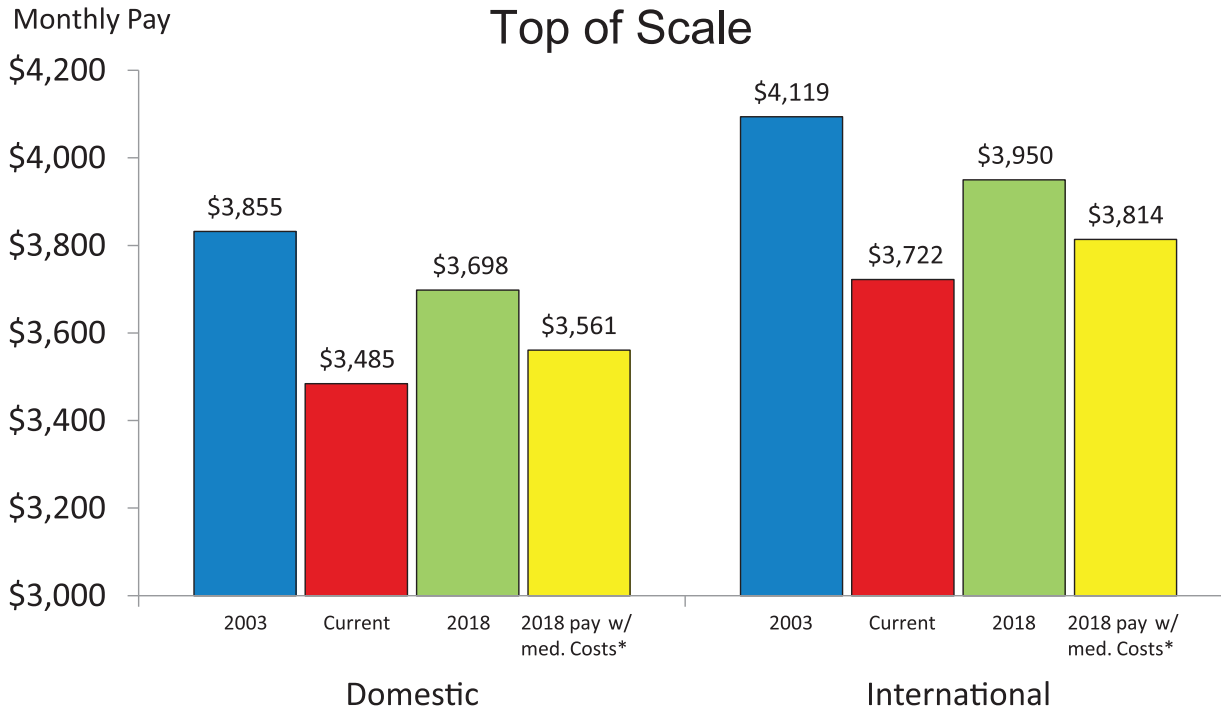
Source: AA's valuation of their last proposal on March 3, 2010

As shown in the above chart, under American's proposal, the Flight Attendants' share of health benefits costs would more than double. The company's meager wage increases would be offset almost entirely by the additional amount Flight Attendants would have to pay for medical insurance.

AA Proposed Monthly F/A Pay in 2018 Including Medical Costs Compared to 2003 and Current Pay

As this chart shows, when the increases in health benefit costs are considered, Flight Attendants in 2018 would average a monthly wage increase of approximately \$82 over what they are currently making and nearly \$300 below pre-RPA rates.

As the chart below demonstrates, the company's proposal would not only significantly worsen our financial well-being as Flight Attendants but also would severely damage our standard of living as retirees.



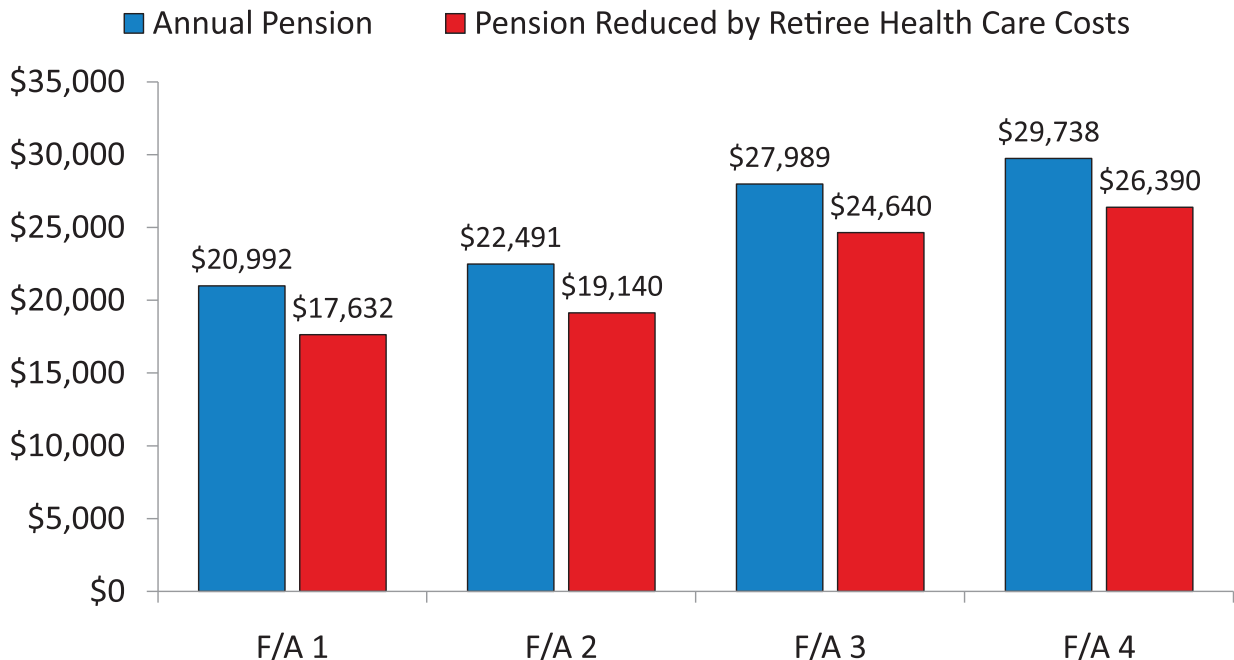
Source: APFA 2003 RPA Agreement and AA Last Proposal (3/3/2010)

*Note: Monthly Pay at 75 Hours assuming 20% F/A contribution to weighted average medical costs.

Assumes no structural wage increases beyond 2013 based on industry average increase proposed by AA.

Impact of AA Proposed Increase in F/A Retiree Health Care Cost Coverage on Pension Income

The company has proposed ending the pre-funding of retiree health benefits. Instead, American would require Flight Attendants retiring between the ages of 55 and 64 to pay 25 percent of the cost of medical insurance. In 2010, the annual premiums for a Flight Attendant would be \$1,680, and \$3,360 for a Flight Attendant and one dependent. As the chart illustrates, your pension would bear these additional costs and reduce its value by thousands of dollars a year.



Note: Assumes F/A 1 had 30 Years of Service (YOS) and Final Average Earnings (FAE) = \$42,000; F/A 2 had 30 YOS and FAE = \$45,000; F/A 3 had 35 YOS and FAE = \$48,000; and F/A 4 had 35 YOS and FAE = \$51,000.

Medical costs assume EE + 1 based on Jetnet published retiree premiums.

And if these assaults on our standard of living weren't bad enough...

Expenses: AA proposes that 24 months after a new agreement is signed we would finally match the expenses pilots have been paid for the past seven years. If during that 24-month span or any time afterwards they negotiated improvements to their expenses, we would once again find ourselves with less money than pilots to cover the same costs in the same layover cities.

Scheduling: AA proposes over time to increase the scheduling maximum to 92.5 hours for both International and Domestic and to build 25 percent of the lines to 95 hours. The effect of the company's scheduling proposal has not changed since negotiations began – Flight Attendants would still be required to fly an average of three additional days every month.

Vacation: For vacation, a majority of Flight Attendants would see either no improvement or an increase of only one or two days. In order to accrue

the maximum vacation, a Flight Attendant would have to be paid 940 hours annually, and still would be almost 20 percent below pre-RPA levels.

AA also proposes paying PVDs at a daily rate of 3:30. A Flight Attendant granted PVDs for a three-day trip would receive only 10:30 hours pay.

Sick: As with vacation, most Flight Attendants' sick accrual would either remain the same at 3:00 hours per month or increase by only 30 minutes. Reaching or exceeding the 940-hour threshold would leave a Flight Attendant 20 percent below the pre-RPA accrual of five hours per month.

This report's factual analysis of the company's last proposal shows that American's message to us is clear: its pledge in 2003 that "everyone will share in the rewards that our ongoing efforts will produce in the future" was a sham.

Denounce American's concessionary proposals by exercising the power of YES. Vote YES for the strike authorization.

"Pull Together, Win Together?" We have all done the "Pulling" while management has done all the "Winning." I will be on strike to make certain that I'm a winner, too.



– Tom Baldwin, LAX-I

A line was crossed when management took their bonuses. The next line they cross will be our picket line!



– Steve Young, LAX-I

As a single mom I have certainly felt the affects of the RPA ... I can't afford to lose anything else. That is why I am voting YES to strike! A job worth having is a job worth fighting for!



– Robbie Campbell, DFW

Because enough is enough! It's our turn!!!



– Javier E. Rios-Fournier, IMA

I never voted yes to the [RPA] because it was too much. I will vote yes to authorize without a second thought. Corporate greed is a sickness in the USA.



– Natalie Moore Bowie, LAX

I walked the line at EAL in 1989 and AA in 1993. ... There is a time to stand up for what you believe in ... this is your time.



– Dan Pluth, IOR

I vote yes because we cannot give anymore. We all need what was promised and what is earned. I was not here for the '93 strike but I will be for the 2010 strike and I am ready, willing, and able to fight [for] what is right!



– Jonathan Swisher, LGA

If you don't [vote YES] you are sealing your fate to work more for less, pay more for benefits, and reduce the number of Flight Attendants on payroll by drastic numbers!



– Erin Cronin, ORD

I will vote YES because united we stand, divided we fall.



– Rachel Olson Monaco, ORD



American's Record of Stonewalling Has Flight Attendants Seeing **Red.**

In 2003, when American needed sacrifices from us to save the company, we stepped up and helped bail them out. It took only 17 days to gut our collective bargaining agreement. Now, when the company is collecting more than \$1 million a day from Flight Attendants' sacrifices, American has no sense of urgency. The company wants negotiations to last as long as possible and won't agree to any proposal that increases its current costs.

Our bargaining team exchanged a comprehensive proposal with the company in mid-April 2009. We failed to receive their comprehensive proposal – which finally included their *first* “offer” on compensation – until the fifth day of lockdown bargaining in January 2010!

American's treachery was especially evident in the final hours of the lockdown sessions in January when, after nine solid months of bargaining, they repeatedly backpedaled and reneged on issues that had already been resolved.

American's strategy of undermining talks by stalling was most apparent on March 3, the final day of lockdown bargaining, when the company's bargaining team walked out rather than responding to a very significant proposal your union had made.

It's crucial to vote YES for strike authorization to stop American from stonewalling and to start negotiating the pay, benefits and working conditions that our profession deserves.

Vote YES to Strike. We are empowered by this action! We are a FEARSOME FORCE!!!



– Mary Kay Welter, IOR

It is the only option at this point in the “game.”



– Ric Moore, DFW

Of course I'll vote yes!!! I do not want to double my insurance cost, have less vacation for longer hours and no PVDs.



– Cindy Boling Elliot, STL

I will vote YES..... Because it is the only thing we have left to use against the corporate greed that has taken so much from us. ... We already gave up our industry leading contract to bail out AA so they need not take anything else. Not one d@mn thing!!!!!!



– A Marie Nunez Plevritis, DFW

Without strike leverage, we might as well rip up our contract and work for minimum wage or whatever the company thinks we are worth ... nothing.



– Shelley Winters Brower, DFW

We deserve a fair contract. Plus, the greater number of "YES TO STRIKE" votes the more AA management will understand our intentions. That is why I will vote YES TO STRIKE!!



– Kevin Breen, DFW

Why will I vote "YES"? Because I want a fair and just contract. I want what we gave back in order to save the company from bankruptcy. That's why I will vote YES!!!!!!



– Mary Kath Wilsey, BOS-I

For seven years we have tried the power of negotiating; now we are forced to negotiate with our collective power.



– Becky Bulla-Folger, DFW

We're Seeing RED!



Board Resolution #12 – 11.4.09

WHEREAS, APFA has been negotiating with American since May 2008; and

WHEREAS, the National Mediation Board assigned a mediator to these negotiations in January of 2009; and

WHEREAS, APFA presented American with a comprehensive proposal on April 24, 2009 to which the company has yet to respond; and

WHEREAS, the assigned mediator has schedule ten (10) consecutive days of negotiations beginning January 11, 2010 through January 21, 2010 in an effort to reach a tentative agreement; and

WHEREAS, by January 21, 2010 the parties will have participated in more than one hundred (100) bargaining sessions; and

WHEREAS, if a tentative agreement is not reached by January 21, 2010 APFA may meet with the National Mediation Board to request a proffer of arbitration, which is the last step before the start of a cooling off period; and

WHEREAS, should these events transpire APFA will need to secure a strike vote from the membership; and

WHEREAS, the APFA Negotiating Team has recommended a balloting of the membership

to authorize a strike against American Airlines no sooner than January 22, 2010.

THEREFORE BE IT RESOLVED, that the APFA Board of Directors approve such a balloting as requested by the Negotiating Committee.

BE IT FURTHER RESOLVED, that in accordance with the APFA Constitution, Article XI, Section 2.C, if the balloting results in strike authorization by the membership, "such strike authorization shall empower the Board of Directors to authorize the President to call a strike in accordance with the Railway Labor Act."



Strike Authorization Ballot Information

Your opportunity to Vote YES for a strike authorization will begin arriving as a ballot packet in your mailboxes in mid-April. The voting will be electronic as provided in the Constitutional Referendum passed January 7, 2010. Instructions on how to register your vote will be provided in the ballot

packet. To ensure you receive your ballot packet, make sure your membership information is up to date at APFA. Email: member@apfa.org or phone 817.540.0108 ext. 8153 with any changes to your address, phone number or email.

A **YES** Vote Strengthens Our Bargaining Power

APFA VirtualPicket.com

youtube.com/c/afightattendants

twitter.com/APFAunity

facebook.com/APFAunity

www.apfa.org

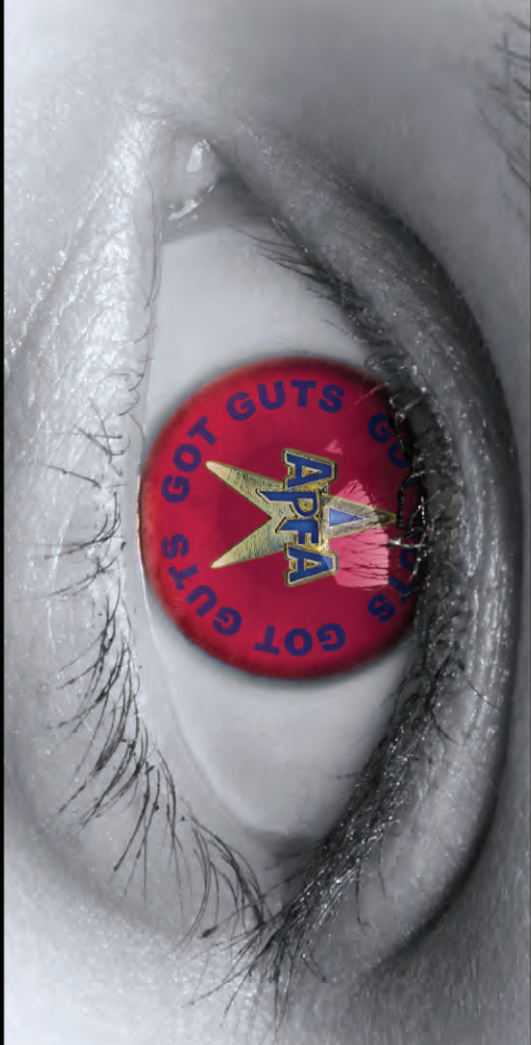
Address Service Requested

Association of Professional Flight Attendants
1004 West Eulless Boulevard
Eulless, Texas 76040



SEEING RED

What's Next



INFORMATIONAL ROAD SHOWS

All meetings 11:00-2:00 local base time. See www.apfa.org for locations.

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
APRIL					1	2	3
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
	DFW	BOS	NYC				
18	19	20	21	22	23	24	
	RDU	DCA	STL				
25	26	27	28	29	30	1	
		ORD	LAX	SFO			
2	3	4					
	MIA	DFW					
							MAY

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