



*Association of Professional  
Flight Attendants*

*Representing the Flight Attendants of American Airlines*

December 16, 2015

**CASE # 2015-APFA-8**

Mr. Paul Jones  
Senior Vice-President & General Counsel  
American Airlines, Inc.  
P.O. Box 619616, MD HDQ Legal  
DFW Airport, TX 75261-9616

**RE:** Assigning off-duty Flight Attendants to staff trips in violation of the order of open time:  
*Conversion of SS-83-2012-STL-16 and SS-13-2013-DFW-1 into a Presidential Grievance.*

Dear Mr. Jones:

In accordance with the provisions of Section 31.K.f.ii of the Joint Collective Bargaining Agreement (JCBA) between American Airlines, Inc. and the Association of Professional Flight Attendants, I hereby notify American Airlines that APFA is converting the following Notices of Dispute into a consolidated Presidential Grievance: SS-83-2012-STL-16 (Jacob Fuller, et al) filed on December 28, 2012 and SS-13-2013-DFW-1 (Chris O'Kelley, et al) filed on January 3, 2013. Also, in accordance with Section 30.B.2, I hereby protest the Company's violation of Articles 8.I (Reassignment Pay), 9.L (Open Time – Order of Open Time Coverage), 10 (Reserve) of the Collective Bargaining Agreement applicable to Legacy American Airlines Flight Attendants, the JCBA, and/or any related articles, by assigning off-duty non-revenue Flight Attendants trips in violation of the order of open time.

I demand that the Company immediately cease and desist this practice and compensate all flight attendants that were passed over in the order of open time, issue each reserve Flight Attendant that was legal and available to cover the trips in question VO days or flight hours equivalent to the sequences that were assigned to off duty Flight Attendants, and provide additional appropriate relief.

Please contact the Vice President's office to schedule the Pre-Arbitration conference in accordance with Section 31.K.f.ii of the Collective Bargaining Agreement. In closing the Pre-Arbitration conference must be scheduled within 45 days of this notice of conversion.

Sincerely,

Marcus Gluth  
APFA President

cc: APFA Board of Directors  
APFA SBA