



Strike Authorization Vote

Know Your Rights, Use Your Voice

A Message from Your APFA Leadership

We are writing as your Negotiating Committee, National Officers, and Base Presidents in support of a strong strike authorization vote to help us achieve the contract we deserve.

Our negotiations are at a critical stage, and the issues are clear. Flight Attendants demand and deserve major pay increases and other economic improvements. We have presented our economic proposal to management and anticipate a difficult fight to secure the improvements needed.

We have major differences in the key areas of scheduling and reserve. We are fighting for quality-of-life improvements, and while we have made many gains, on key issues we remain far apart. The positions of the union and the company are available on the negotiations page of the APFA website.

Management has a very different idea about what this contract should look like. They want to weaken our rescheduling rules any time they declare irregular operations and schedule reserve days into your lineholder months.

We have firmly rejected these proposals.

For months we have picketed and demonstrated to management and the flying public that we are determined to secure the contract we deserve. We will continue those efforts, but it is time to move our contract campaign to the next level. That's why we are taking this strike authorization vote.

A strike authorization vote is a necessary part of the process and is essential to reaching the contract we deserve. In this booklet and on the website, you will find much more information about strike votes, the Railway Labor Act, and the negotiation process.

We encourage all Flight Attendants to read the information and be well-informed as we move forward.

A strike authorization vote does not mean we are striking immediately, as there is a detailed process under the Railway Labor Act before a union can

engage in what is called 'self-help.' But it does mean we are ready and willing to strike if necessary. We have taken strike authorization votes in the past and know it is a powerful tool for reaching an agreement.

We must send a strong message to American Airlines management that Flight Attendants are united and willing to fight for the contract we deserve.

We encourage you to study the information provided, reach out if you have any questions, and make an informed decision. This contract belongs to all of us, so please encourage your coworkers to vote.

It's our time. Please join together and send a strong message that Flight Attendants demand an industry-leading contract recognizing our contributions to the success of American Airlines.

In Solidarity,

Reese Cole
Negotiator

Susan Wroble
Negotiator

Kelly J. Hagan
Negotiator

Timothy Legeros
Negotiator

Brian Morgan
Negotiator

Wendy Oswald
Negotiator

Joe Burns
Lead Negotiating Attorney

Julie Hedrick
National President

Larry Salas
National Vice President

Josh Black
National Secretary

Erik Harris
National Treasurer

Kelli Powers
BOS Base President

Scott Hazlewood
CLT Base President

John Pennel
DCA Base President

Amber De Roxtra
DFW Base President

John Nikides
LAX Base President

Christian Santana
LGA Base President

Randy Trautman
MIA Base President

Dray Howard
ORD Base President

Tracey Montanari
PHL Base President

Robin Agee
PHX Base President



Key Dates to Know

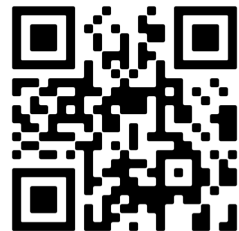
Friday, July 28,
10:00 a.m. CT

Voting Opens

Voting Closes

Tuesday, August 29,
11:59 p.m. CT

Voting will take place online at APFA.org/Strike. Scan this QR code or call **806-4STRIKE** for more information.





What are some outstanding issues at the bargaining table?

We are fighting for improvements to our work rules and compensation. While we have secured improvements in many areas, we need to pressure management to reach agreement on our priority issues.

Key outstanding issues include:*

- **Industry leading wages and compensation** – including the addition of boarding pay, Reserve override, and a sit time RIG.
- **Improvements and protections in scheduling and reserve** – such as 10 hours minimum rest behind the door, improved duty RIGS, and preserving the current rescheduling language.
- **Improved benefits** – increased company contribution to 401(K), and conversion of unused sick time to a Healthcare Retirement Account (HRA).
- **More vacation days** and a higher daily rate.
- **Extended healthcare benefits** while out on an unpaid medical leave.
- Plus, we have **unresolved issues** that were tabled from earlier in negotiation which must be addressed.

We Are Ready for a contract and are willing to do what it takes to secure our economic future. At this point in bargaining, management needs a clear message that Flight Attendants are unified and ready to fight for the improvements we have earned.

Where are we in the Section 6 negotiations process?

Our contract became amendable in December 2019. APFA began negotiations in early 2019 and bargained directly with the company with a pause while dealing with the covid crisis. APFA filed for federal mediation on March 3, 2023, and held our first mediation session on June 27-29, 2023.

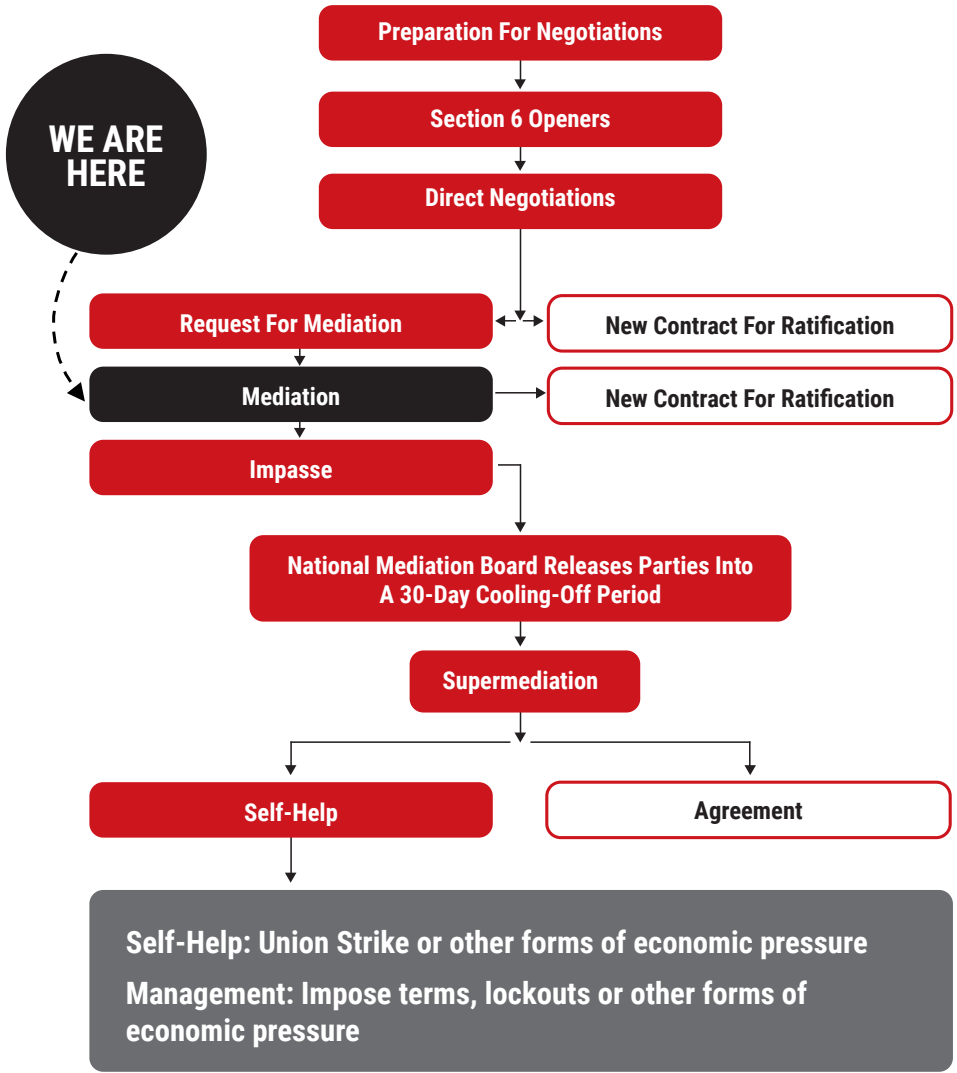
We have passed all the sections of the agreement to the company, including economics. APFA has reached tentative agreements on 17 sections. We worked through many issues but have outstanding issues in the remaining tabled sections.

APFA is taking a strike authorization vote now but will continue bargaining to reach an agreement. If we are unable to reach an agreement, with the backing of a strike authorization vote, we will request the National Mediation Board to release us into a thirty-day cooling-off period. If granted a release, we would engage in super-mediation during the cooling-off period. After that point the parties would be able to utilize self-help, which includes striking or other forms of economic pressure on the company.



Section 6 Negotiations

Steps of the Railway Labor Act (RLA) negotiations process including safeguards that help overcome bargaining stalemates.



What is a Strike Authorization Vote?

A strike authorization vote authorizes your Union Leadership to call for a strike if necessary. A strong 'YES' vote gives us the ability to call for a strike, if bargaining fails to produce an agreement our members find acceptable.

What does a strong 'YES' vote give your negotiating committee?

- Added leverage at the bargaining table
- Demonstrates to the company we're willing to fight for improvements to the contract that you most value:
 - Compensation
 - Retirement
 - Improvements to our overall work/life balance

We must send a strong message to management that We Are Ready for a contract that offers significant improvements and recognizes our contribution to the success of American Airlines.



Why does a strike authorization vote matter?

During bargaining, we discuss matters across the bargaining table in an attempt to reach an agreement. There comes a point in bargaining, however, when it becomes clear that discussions alone will not resolve the matter. That is why picketing, public pressure, and a strike authorization vote become necessary to reach an agreement.

A strike authorization vote is a necessary step under the APFA Constitution before a strike can be called. It does not mean that a strike will happen but does mean the membership is voting that if it does become necessary to call a strike, they support and authorize the strike.

Strikes and strike authorization votes are an important part of bargaining in the airline industry and are frequently utilized to support the union bargaining team. In the airlines which today comprise American we have a strong history of using the strike to secure bargaining gains.

Other airline workers have frequently used strike authorization votes and the threat of a strike to reach agreements. In recent years, Flight Attendants at Hawaiian, Frontier, and other carriers have used strong strike authorization votes backed with picketing and other forms of public pressure to reach agreements. Pilots have also frequently taken strike authorization votes in recent years including our Pilots at American who recently reached a tentative agreement after a 99 percent strike authorization vote.

Strikes and the threat of strikes work.

It is important to have high participation in our strike authorization vote. This sends a clear message to management that the entire membership is unified in securing an industry leading contract. A strong 'YES' vote of the membership alerts the media, government officials, and the flying public that this is a major dispute, and our concerns must be dealt with. Combined with ongoing picketing, leafletting, and other events it helps build a powerful contract campaign.



COVER
PEOPLE AT
AMERICAN AIRLINES

Strike Authorization Vote Q&A

If APFA Flight Attendants approve a strike, is a strike inevitable?

Strike authorization votes show management that Flight Attendants are willing to go the distance to secure contractual improvements, up to and including exercising self-help as outlined by the Railway Labor Act. A strong 'YES' vote compels management to address the proposals remaining on the table.

Assuming we vote in favor of authorizing a strike, what would have to happen before we strike?

The following steps would have to be exhausted before a strike could occur:

- We will continue to meet with our mediators on our scheduled dates if progress is being made at the bargaining table.
- If we stop making progress, APFA would then request the NMB to “release” the negotiations to a 30-day cooling-off period, followed by self-help (strike). The NMB has discretion to decide to grant the release or continue further mediation efforts.
- If the NMB released us into a 30-day cooling-off period, negotiations would continue. If no agreement is reached by the end of the cooling-off period, and assuming no intervention by the President of the United States or Congress, we would then be free to strike or employ other self-help tactics to put economic pressure on management to reach an agreement. Management would have a similar right to engage in self-help tactics – like a lockout or imposed work rules – to pressure the Flight Attendants to reach an agreement.



After exhausting the mandated 30-day cooling off period following the release from mediation by the National Mediation Board, what could a strike look like?

A strike, otherwise known as 'self-help', can take on many forms. A traditional strike includes all workers walking off the job, however intermittent strikes targeting certain flights provide management with less certainty and have proven more effective.

How can I see if I am dues current so I can cast my strike authorization vote?

Go to **APFA.org** to review your balance. To log in, select '**Log In**' from the right corner.

Once logged in you will be taken back to the last page you were on. Select '**My Account**' in the top right corner. Your balance and arrears balance will be shown on the right, below the language selection drop-down field. If you do not have an email address on file, contact the **APFA Membership Department** at **817-540-0108**.

Can anyone see how I voted?

Your vote is completely confidential. Neither APFA nor the election vendor will be able to access how you voted.

Can I change my vote if I have already voted?

No. Once you vote, your vote is final and may not be changed.

Am I eligible to vote while on probation? In the event of a strike, do Flight Attendants on probation need to be concerned?

As long as you are a Member in good standing, you are eligible to vote while on probation.

In the event of an actual strike, Flight Attendants on probation have the same legal rights as everyone else and the full protection of the union.



Know Your Rights Use Your Voice

Vote  **YES** to authorize your Union to take strike actions, if necessary, in the course of contract negotiations.

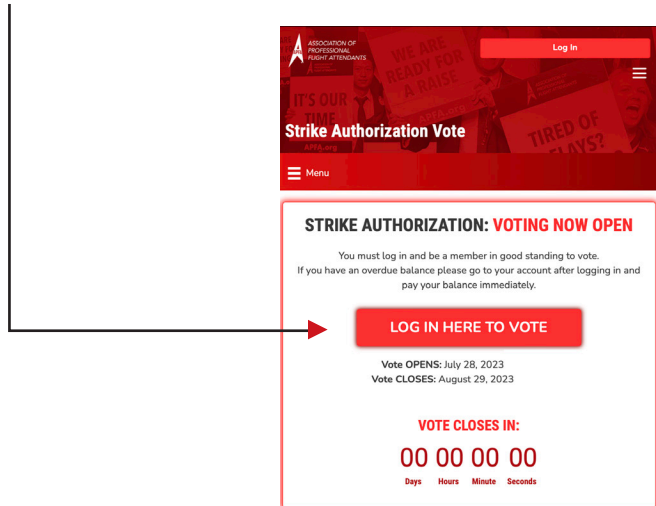


How to Cast Your Ballot

- 1 Go to [APFA.org/Strike](https://www.apfa.org/Strike) and scan the QR code



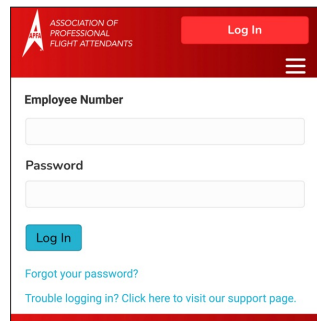
- 2 Click **LOG IN HERE TO VOTE** if you haven't already logged in



- 3 Login using your APFA login credentials

If you have trouble logging in, use the **Forgot your password?** link.

If you have trouble logging after using the **Forgot your password?** link, visit our support page at [APFA.org/support](https://www.apfa.org/support) or call **806-4STRIKE**.



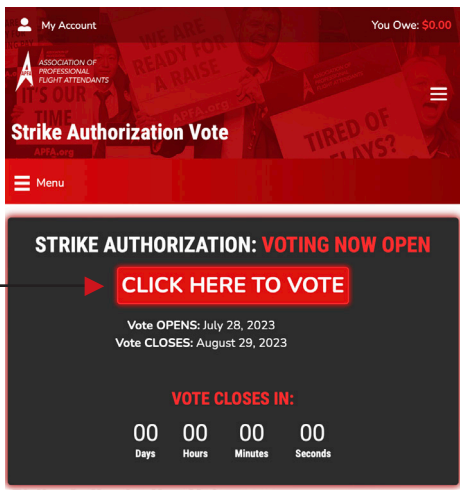
4 Select **CLICK HERE TO VOTE**

after logging in.

After clicking the button, your dues status will be validated for voting.

If you have a balance in arrears, you will need to pay that balance in order to vote.

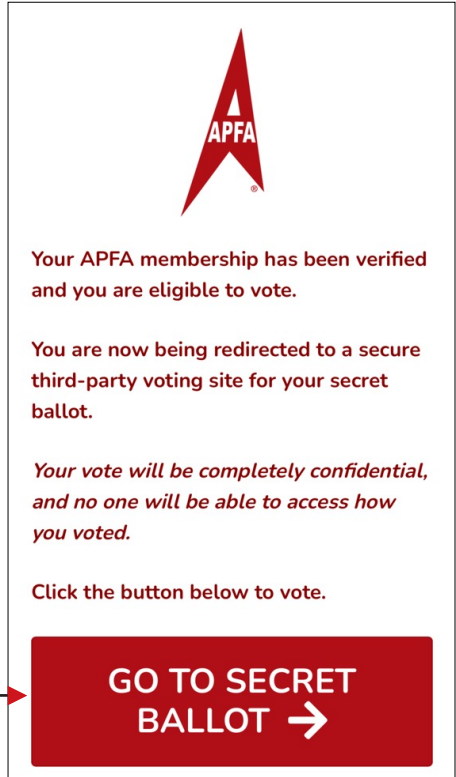
If you need assistance paying your balance visit **APFA.org/support** or call **806-4STRIKE**.



5 Select **GO TO SECRET BALLOT**

You will be directed to your secret ballot. Once you submit your ballot, you will not be able to change or revoke your vote.

Your vote is completely confidential. Neither APFA nor the election vendor will be able to access how you voted.



6 Make your selection and click **NEXT**

The screenshot shows a web-based ballot interface for APFA. At the top left is the APFA logo with the text 'ASSOCIATION OF PROFESSIONAL FLYING ATTENDANTS'. The main heading is 'APFA Strike Authorization Vote'. Below this, it states 'This is a SECRET BALLOT.' and 'Your vote will be completely confidential, and no one will be able to access how you voted.' The 'INSTRUCTIONS' section lists two steps: 1. To make a selection, click the box to the left of your choice. 2. You must click 'Submit Ballot' to complete your vote. The main question is 'Do you authorize the Union to call for a strike in the event American Airlines management refuses to agree to acceptable contract terms?'. There are two radio button options: 'YES, I vote for strike authorization' and 'NO, I vote against strike authorization'. At the bottom is a large red button labeled 'NEXT'.

7 Vote Confirmation

After reviewing your ballot, select **SUBMIT BALLOT**.



Once you select submit, you will not be able to change or revoke your vote

You will receive a confirmation to your email on file that you voted. We invite you to share on social media to encourage others to vote!

How to get support

Please visit [APFA.org/support](https://www.apfa.org/support) or call **806-4STRIKE (806-478-7453)** for assistance with:

- Trouble resetting your password or logging in
- Paying your dues online
- Updating your personal information
- Questions about the Strike Authorization Vote

How to reset your password

Click **Forgot your password?** on the login page.

On the following screen, enter your employee number and your personal email address.

If you do not receive an email with a password reset link, please check your spam folder.

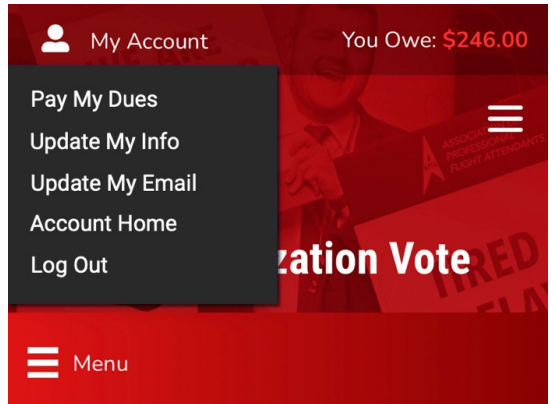
If you do not receive a password reset link in your email, call the support line at

806-4STRIKE

How to pay your dues balance online

After logging in, tap on your balance in the upper right corner to go directly to the payment page.

You may also tap **My Account** and select **Pay My Dues** to go to the payment page.



**STRIKE AUTHORIZATION:
VOTING NOW OPEN**

For assistance with logging in, dues, or questions about the **Strike Authorization Vote** call **806-4STRIKE**.

How To Show Your Support

- > Wear your lanyard

- > Wear your pin

- > Talk to your crewmembers

- > Display your **"We Are Ready"** bag tags

- > Wear your **"We Are Ready"** (WAR) pin once you have voted

We'll be in the base handing out new red WAR pins to FAs who have voted.





Let's show American Airlines that ...

**WE
ARE
READY**



[APFA.org/Strike](https://www.apfa.org/Strike)

Visit [APFA.org/Strike](https://www.apfa.org/Strike) to stay informed and engaged.

Find an APFA representative in a terminal to get your WAR pin.

 **YES**

Make plans to vote YES when voting opens July 28th.



ASSOCIATION OF
PROFESSIONAL
FLIGHT ATTENDANTS

Key Dates to Know

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APFA.org

