

Congress of the United States

Washington, DC 20510

June 12, 2024

Mr. Robert Isom
CEO
American Airlines

Dear Mr. Isom:

We are writing to urge American Airlines to negotiate in good faith to ensure a timely and fair resolution in the company's ongoing contract negotiations with its flight attendants. Given the wide-reaching impact of a potential work stoppage at American Airlines—including for the constituents that we represent—it is important that American Airlines commits to reaching an agreement in these negotiations.

As you know, the Railway Labor Act makes clear that it shall be the duty of all parties to “exert every reasonable effort to make and maintain agreements concerning rates of pay, rules, and working conditions.”¹ We understand that contract negotiations at American Airlines between flight attendants and the company have been ongoing since 2019, and that outstanding issues include economics and management demands for scheduling concessions.² We have also heard concerns that management is intentionally dragging out negotiations, particularly given the prolonged length of these negotiations. Of course, we also note that flight attendants have not received a raise during this time, dating back to January 2019.³

Failure to reach agreement in these negotiations and a subsequent work stoppage at American Airlines would surely have an impact on congressional districts and constituents across the country. American Airlines operated nearly two million flights in 2023—while the company also generated a record revenue of nearly \$53 billion—and its flight attendants are essential to the smooth operation of these flights.⁴

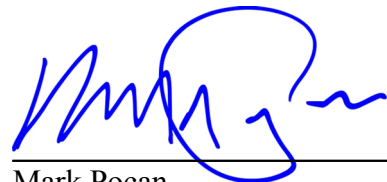
Accordingly, we urge American Airlines to work to avoid a work stoppage by bargaining in good faith in accordance with the Railway Labor Act, and by working expeditiously to ensure a timely and fair resolution of its contract negotiations with flight attendants, including by demonstrating a commitment to address core, outstanding issues in negotiations.

Thank you for your time and attention to these important issues.

Sincerely,



Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



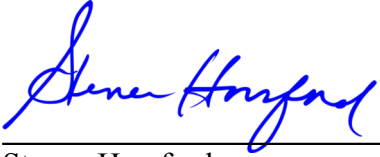
Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus

¹ 45 USC §152. General Duties

² <https://www.forbes.com/sites/tedreed/2024/06/03/american-airlines-seeks-schedule-concessions-as-gaps-narrow-in-flight-attendant-talks/?sh=469307065b63>

³ <https://www.apfa.org/2023/11/20/11-20-23-negotiations-update-39-apfa-requests-release-from-the-national-mediation-board/>

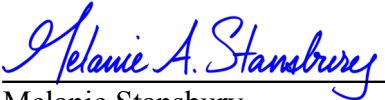
⁴ <https://news.aa.com/news/news-details/2024/American-Airlines-reports-fourth-quarter-and-full-year-2023-financial-results-CORP-FI-01/default.aspx>



Steven Horsford
Member of Congress
Co-Chair, Congressional
Labor Caucus



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



Melanie Stansbury
Member of Congress