

Dear Coworker,

I'm, Laura Glading, President of the American Airlines Flight Attendants' union, The Association of Professional Flight Attendants (APFA). Recently, American Airlines sent out a call to management staff to voluntarily train as replacement Flight Attendants in the event of a strike by APFA members. As the President of APFA, and on behalf of our membership of over 17,000 of your fellow employees at American, I implore you to weigh carefully any consideration you give to answering this call.

Like AA's management staff, APFA Flight Attendants have a long history building American Airlines. We are all working hard for this company, and we rely on the teamwork that all American's employees bring to our jobs. Before you volunteer to replace Flight Attendants in the event of a potential strike, it is vital that you get all the facts about what Flight Attendants have gone through in these negotiations and what we are resolutely trying to achieve.

Flight Attendants are dedicated to our jobs and to American Airlines. We do not want to strike; no one ever wants to strike. However, after seven years struggling under the sacrifices that we have all made for the survival of our airline, we feel strongly we must now take a stand not just for our profession and our futures, but for the futures of all of us.

Our industry has seen unprecedented lows this past decade, from which we are just now beginning to see a slow and long-anticipated turn-around. American's very survival through these difficult times bears witness to the perseverance, allegiance and commitment of its work force in all divisions. This work force now deserves to see its future security and prosperity rewarded in working agreements which move toward rebuilding our careers and the financial stability we have put on hold for so long.

We are not different from you, nor from working Americans across this country. Given what has happened to employees throughout our industry—reflecting the same economic malaise affecting our nation—we feel we are truly standing up for the broader middle class.

Very simply put: if not now, then when? We are not expecting or demanding an overnight reversal of fortune. But we cannot sit idly by and ignore the promises made by management that this company will prosper and that the employees that sacrificed so much would also share in the prosperity. Our proposals to the company are reasonable and will provide the foundation on which to see Flight Attendants and their families' living standards and future secured

Make no mistake. This is about more than just Flight Attendants at American Airlines. It extends to all workers in every facet of the company: from your work place, to the planes we fly, to the airports and to the ramps. It's about a lifestyle we have all crafted

and merit, one in which we don't live paycheck to paycheck with constant worries about tomorrow. It's about being able to pay our mortgages and bills and provide for our loved ones. In this, your goals and ours are surely the same.

American has chosen to negotiate in the media, claiming what APFA is asking for will bankrupt our airline. That is absolutely not true. It's the last thing Flight Attendants want. We are well aware of the competitive nature of the airline industry and we want American to prosper. Some progress was achieved, in fact, in our recent negotiations, but the Company's latest proposal will not make us the highest paid in the industry, as management has claimed. That's not even close. In fact, it will leave our pay, benefits and work rules well below where they were in 2003, when we all made concessions to bail out American.

This is your struggle too. APFA members are fighting to raise the standard of living for all workers at American. So please think twice before you decide to volunteer to be a replacement Flight Attendant.

In fellowship,

Laura Glading, President
Association of Professional Flight Attendants