

October 26, 2010

NATIONAL MEDIATION BOARD  
1301 K Street NW  
Suite 250 East  
Washington, DC 20005-70112

Dear Mr. Rainey:

As Director of ADR Services I believe you may be able to offer the relief I seek. For twenty three years I have worked for American Airlines, twenty one of which I have proudly served as a flight attendant. This letter is directed at you because I do not know where else to turn. I am fully aware of the problems that every airline has suffered since the tragedy of September 11, 2001.

The business of the airlines however are not the only ones that have suffered. As flight attendants, we lost coworkers as well, and it is through their bravery and legacy that we actually know what truly occurred that ill fated day. These professionals possessed the wherewithal under the most harrowing of circumstances to ensure that today we know who perpetrated these acts of terrorism.

We also know how these terrorists were able to accomplish their acts, where they were seated, as well as other critical and important information. Information that flight attendants provided was unmatched by that provided by others and proved invaluable in unraveling the questions of that day. Specifically, two American Airlines flight attendants called their employer to explain exactly what was occurring on their flights.

Their selfless acts are a true credit to themselves as well as to their profession. These dedicated professionals did not call their husbands, their fathers, their mothers, their children, even knowing the gravity of the situation.

In 2003, American Airlines asked the flight attendants for wage and benefit concessions to mitigate the business devastation post September 11<sup>th</sup>. The rank and file was not eager to make such concessions, and it was truly a fight to deliver on the flight attendant's fair share of the sacrifice for the survival of our company. That sacrifice came with a promise, that the flight attendants would be rewarded once viability of the airline was assured.

Now two and one half years into contract negotiations, American Airlines continues to offer nothing more than a "Zero Sum Contract." I do not know what I was thinking in 2003 when I voted yes to concessions, and a reduction in benefits. What I was thinking was that a yes vote would ensure the viability of American Airlines and that these sacrifices would be returned to the flight attendants.

When binding arbitration was proffered, American Airlines was eager to accept; why wouldn't they be – it would take at least two additional years, plus countless dollars of savings into their pockets in the interim, until resolved. Make no mistake, those dollars are countable – they amount to savings of approximately \$1,000,000 a day for each day the flight attendants continue to work under the concessionary contract of 2003, totally an estimated \$730,000,000 in savings if the arbitration path were taken.

I naively believed that American Airlines would reward us for our immolation, without having to beg and squabble for every single item that we relinquished in the 2003 Restructuring Agreement. I believed that American Airlines would return the flight attendant's negotiated contract gratitude and thanks. I guess this makes me the fool of the century! It is time for action; it is time for something to be done that helps the flight attendants and not the managers and executives.

Mr. Rainey, I am only one of a few flight attendants that I know that think that the upper levels of management deserve every penny they earn. They have worked hard. They have studied. They are legally responsible. But I do not think that have any right to claim that they too have suffered because they haven't had a monetary raise either, all the while accepting hundreds of thousands of stock options and other executive benefits. That is money in their portfolio, which is only one step away from their own personal bank accounts.

It's time for action! Either American Airlines must return to the negotiating table with a good faith intention for reaching a fare and equitable contract or release the Association of Professional Flight Attendants into self help. That is the least the flight attendants deserve. Don't you believe the flight attendants should be given the opportunity to control their destiny now?

Mr. Rainey, I do not know what else I can do except to implore you to understand that the flight attendants at American Airlines made a deal in 2003 and now is the time that a new deal be struck. If you have ideas, innovative approaches, creative solutions - I am here to listen and forward your ideas to whomever will listen. I'll exercise any and all legal options that are available to me as a union member. Your consideration to my concerns is appreciated.

The American Airline's flight attendants on September 11, 2001 called American Airlines, I cannot do that. American Airlines is not listening. No, this is not life and death, but in many ways, you are the life line I am calling for guidance.

Thank you for your time.

Sincerely yours,  
Kevin - IOR