

It's Getting Smoky in Here

American Airlines "spin doctors" are at it again, claiming in the latest AA Negotiations Update that they put "real money" on the table in Nashville that would provide Flight Attendants with an opportunity to earn more.

WHAT THEY'RE REALLY THINKING.

WHAT THE COMPANY WROTE

"I am sure that this news is very disappointing and unsettling to all of you, as it is to me. I'm anxious to get a new contract in place as quickly as possible..."

"I'm aware that there is a belief among some that the Company is dragging its feet in this process, and I want to assure you that is absolutely not the case."

"There is real money on the table that would provide each of you with an opportunity to earn more. And, the Company negotiating team made additional proposals in January that would further enhance your pay and benefits."

"While we had hoped for more progress during our last session in Nashville, unfortunately, APFA did not respond to our most recent proposals or offer any proposals of their own."

"As I've said before, the negotiating process is always about give and take..."

"What I ask of you is that you stay well informed about the proposals the Company has made and have a clear understanding of where the process stands."

WHAT THE COMPANY DID NOT TELL YOU

The proposals the Company made in Nashville are regressive – they moved the parties further apart rather than closer together. Consequently, we're more convinced than ever that the only way we'll reach an agreement is when the Company is finally forced to do something it has refused to do for the past three years – make an offer that the Flight Attendants will ratify. That will only happen when the NMB threatens it with a release or the thirty-day cooling off period actually begins. In the meanwhile the Company will remain stuck offering us less pay in 2015 than in 2003.

But the Company's latest proposals amount to the same old story – small wage increases that get wiped out by increases in benefits costs. The bottom line is that American's proposal would leave Flight Attendants making 5.8 percent less than in 2003.

Highlights from their most recent communication are below left. On the right is the **REAL** story – what they're really thinking.

NOT THAT ANXIOUS... SINCE AA IS SAVING \$1 MILLION DOLLARS A DAY UNDER THE RPA.

COME ON, YOU'VE WORKED UNDER THE RPA FOR EIGHT YEARS ALREADY, WHAT'S THREE MORE YEARS?

HERE'S WHAT'S REAL: WE'RE GOING TO CHARGE YOU MORE IN BENEFITS COSTS, LEAVING YOU WITH LESS IN YOUR POCKETS. MAYBE YOU WON'T NOTICE.

IF YOU DON'T LOOK CLOSELY, YOU WON'T SEE THE SMOKE AND MIRRORS WE'RE USING TO MAKE YOU BELIEVE IT'S APFA'S FAULT WE DIDN'T GET A DEAL.

AND YOU CAN BE SURE WE'LL CONTINUE TAKING OUR BONUSES EACH YEAR.

DON'T READ APFA'S UPDATES! ONLY READ AA NEGOTIATIONS UPDATES.

We will continue to press our case before the NMB in the hope that it will realize that until it takes this next step under the Railway Labor Act, the Company will not bargain to reach an agreement. Instead, American will prolong negotiations so that it can extend the RPA for as long as possible.