

Hi I'm Laura Glading, APFA president.

I want to start by saying thank you. Thank you for making this merger happen. This is an exciting time and I'm looking forward to ushering in the new American together.

As you likely know, there have been intense discussions about Flight Attendant representation issues that APFA and AFA have been engaged in for many months. I must regrettably inform our membership that these talks have reached an impasse.

Although I had been hoping to avoid this scenario, I can't say it comes as much of a surprise. Certain people at AFA have been undermining these talks. We wanted an outcome based upon labor union cooperation as the merger unfolded. However, those who would rather see infighting wanted these talks to fall apart and actually pushed for this outcome for a long time.

Please understand that our team has done literally everything possible to come to a mutual and cooperative agreement. We have bent over backwards to accommodate AFA and its internal politics -- which are complicated.

Just as we thought progress was being made, AFA sabotaged the talks and essentially wiped out any real chance to reach a fair agreement. They acted as if all of our prior discussions had never happened.

Now it's clear that AFA just wants to pretend to negotiate, while their real operative was to continue to raid our union by trying to lull APFA members into signing cards giving away our rights. They want to force a representation election that will significantly delay our negotiations.

With American exiting bankruptcy and merging with US Airways, APFA has too much going on to continue to waste time with AFA's obvious ploy. We cannot allow back room politics to distract us from our most critical work -- protecting our careers. While AFA bickers, I am concerned that something important could fall through the cracks. I am not willing to let that happen.

The APFA Board, my fellow officers, and most importantly the membership, are going to focus on what's important -- our equity claim, the bridge agreement and preparation for negotiations. Everything else that AFA is stirring up -- carding, posturing, finger pointing -- are distractions that we should and must ignore.

The differences between APFA and AFA are real and perhaps those distinctions threaten AFA. Our organizational structures are different. Our constitutions are different. Our voting rights are different and our dues are different. Clearly, our approaches to negotiations vary. We are proud of these distinctions.

So instead of relying on divisive tactics, we should educate all Flight Attendants about the facts. Let's talk about the real differences between APFA and AFA out in the open. Let the Flight Attendants of the new American judge for themselves. Today, I officially and respectfully invite Roger Holmin, the head of the US Airways Flight Attendant union, to an "open forum" where we can discuss these differences in the light of day. Let's put the facts out in front of all the members!

In the meantime, we keep a laser focus on what's really important and treat the AFA distraction like it is -- a sideshow.

Your elected leaders are here to fight the good fight. Our negotiating team and experts are working round the clock on contract negotiations, issues relating to the equity claim, merger transition challenges and so much more. It's my job to keep that work front and center.

As always, the best information is available at the official APFA website and on the APFA hotline.

Thanks for listening.

[www.apfa.org](http://www.apfa.org)