



*Association of Professional
Flight Attendants*

Representing the Flight Attendants of American Airlines

Dear Flight Attendants,

2014 is shaping up to be an incredible year for the Association of Professional Flight Attendants. As we all work to integrate the two companies that have come together, APFA's leadership is making the necessary preparations to welcome our new colleagues from pre-merger US Airways. Among the important steps that have already been taken, a Constitution Committee was appointed to assess our union's governing document and recommend changes that are necessary to successfully integrate our new members and bases. In conducting its assessment, the Committee requested feedback from the membership as well as the Board of Directors and the Executive Committee.

The APFA Board of Directors has carefully considered the Committee's recommendations and unanimously passed a resolution to submit the proposed Constitutional amendments to the membership for a vote. You will soon receive detailed and color-coded summaries of each of the changes including references to the specific Constitutional language that will change should the amendments be ratified. Flight Attendants can also see a markup version of the Constitution at apfa.org/constitution, which very clearly shows each change and color-codes the changes to correspond to the summaries being sent to you.

The proposed Constitutional amendments fall into five ballot items:

- 1) Changes necessary to address the eventual combination of Domestic and International bases;
- 2) Provisions for the transition to a combined American/US Airways Flight Attendant workgroup;
- 3) Changes to clarify, update and correct Constitutional provisions;
- 4) Changes to the titles of certain APFA offices and positions; and,
- 5) Changes to the dues obligation of Flight Attendants in an unpaid status.

The first three ballot items are absolutely critical for our union to adapt to the ongoing merger. In order to fully realize the merger's benefits and bring together all of the Flight Attendants of the new American under one union, ballot items 1-3 must pass. Ballot item 4 will harmonize the terminology APFA uses with that of most other unions in our industry, cutting down on the confusion we experience with outside stakeholders like the media, policymakers, members of union coalitions, and new management. Ballot item 5 changes the dues obligation and voting rights of Flight Attendants in an unpaid status.

You will soon be receiving a document titled "Summaries of 2014 APFA Proposed Constitutional Amendments," along with an explanation of the ballot and voting instructions. The APFA Board of Directors asks each Flight Attendant to read through these summaries carefully, refer to the markup version of the APFA Constitution at www.apfa.org/constitution, and submit any questions you may have to constitution@apfa.org. Then, please vote, and encourage your co-workers to vote, on the proposed Constitutional amendments according to the instructions provided by BallotPoint. Finally, the Board strongly supports these changes.

We are well on our way to a new and exciting chapter in our union's history. Your vote on these proposed Constitutional amendments is critically important to APFA's success. Help bring together all 24,000 Flight Attendants – the face of the new American.

Sincerely,

The APFA Board of Directors

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