



*Association of Professional  
Flight Attendants*

*Representing the Flight Attendants of American Airlines*

October 2, 2015

SENT VIA UPS OVERNIGHT & VIA ELECTRONIC MAIL - [PaulLegalDept.Jones@aa.com](mailto:PaulLegalDept.Jones@aa.com)

Mr. Paul Jones  
Senior Vice-President & General Counsel  
American Airlines, Inc.  
P.O. Box 619616, MD HDQ Legal  
DFW Airport, TX 75261-9616

**RE: Cease and Desist – Breach of Implementation for Jumpseat – LUS Weight Restriction**

Dear Paul:

Last month, the Company unexpectedly and unjustifiably announced its intent to unilaterally change the implementation date of the elimination of the Weight and Balance language, which gives LUS flight attendants the benefit of being awarded the jumpseat in cases of weight restricted flights. This change was not to be implemented until Flight Attendant Operational Integration (“FOI”), which the Company has expressed is not expected to take place before 2017.

APFA respectfully requests that the Company immediately cease and desist from this unlawful unilateral change, and instead abide by its binding commitments and its repeated promises to our flight attendants. As you know, the APFA/AA Joint Collective Bargaining Agreement (“JCBA”) Implementation Schedule clearly lists the “Jumpseat – LUS Weight Restriction” implementation date for LUS flight attendants as FOI. To now attempt to repudiate this critical benefit in October 2015—two years earlier than anticipated—is both disrespectful and illegal.

On a global scale, this goes to the heart of *keeping promises to your workforce*. We cannot enter a new era with the world’s largest airline on broken promises. This is not the message to send to our flight attendants, and it is not the message we are willing to accept.

The announcement of the Company’s sudden change to the Weight and Balance benefit is the epitome of breaking both legal obligations and professional commitments. The violation of either is unacceptable. We are hopeful that you will stand by your words and promises, as this is the key to being able to work together. However, in the event that the Company does not cease and desist from the announced October 17, 2015 elimination of the Weight and Balance benefit, we will have no choice but to aggressively pursue all legal remedies on behalf of our flight attendants.

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*Jumpseat – LUS Weight Restriction*  
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Regardless of your decision, we respectfully request that you advise of the Company's position within five (5) days, so that we may plan accordingly.

Sincerely,

A handwritten signature in blue ink that reads "Marcus Gluth". The signature is written in a cursive, flowing style.

Marcus Gluth  
National Vice-President

cc: APFA Board of Directors  
APFA Executive Committee  
Doug Parker, American Airlines Chairman and CEO  
Scott Kirby, American Airlines President  
Hector Adler, American Airlines Vice-President Flight Service  
Cindi Simone, American Airlines Managing Director Legal  
Mark Richard, Esq.