



*Association of Professional  
Flight Attendants*

*Representing the Flight Attendants of American Airlines*

November 7, 2017

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

**BASE CASE # 2017-APFA-2**

**RE:** *48 Hour PBS Processing Time*

In accordance with the provisions of Section 30.B.2. of the Joint Collective Bargaining Agreement ("JCBA") between American Airlines, Inc. and the Association of Professional Flight Attendants, I hereby protest the Company's violation of Sections 10.C.6., 10.E.2.e. and 10.G.2.c., and any related sections of the JCBA, as it pertains to the Company's plan to publish the official PBS awards later than the established contractual guidelines.

**According to Section 10.C.6. of the JCBA:**

PBS bidding shall close no later than the 16th day of the contractual month prior to the subsequent bid period at 0900 DFW. And the official PBS awards shall be published no later than the 18th day of the contractual month prior to the subsequent bid period at 0900 DFW.

**Sections 10.E.2.e. and 10.G.2.c. provide in material part:**

In order to avoid transition conflicts, for a period not to exceed forty-eight (48) hours while PBS is processing, a Flight Attendant shall not be able to pick up, drop or trade a trip that touches the last six (6) days of the bid period.

The Company has announced that it will unilaterally change the number of hours between the close of bidding and the official publication of the PBS awards from 48 hours to as many as 120 hours. The Company's plan to override the express terms of the JCBA will cause significant hardship and erosion of quality of work life for our Flight Attendants.

I hereby demand that the Company immediately confirm that it will publish official PBS awards no later than 48 hours from the time PBS bidding closes, as required by Section 10.C.6. We demand that the Company cease and desist from taking any steps to violate Sections 10.C.6., 10.E.2.e. and 10.G.2.c. of the JCBA.

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*Page 2 of 2*  
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In the event the Company decides to go forward with these unilateral contractual modifications, I also demand that the Company make all affected Flight Attendants whole, and grant any additional relief deemed appropriate, including but not limited to punitive damages.

The submission of this Grievance preserves and is without prejudice to APFA's position that this is a major dispute. As such, a court, rather than the APFA-American System Board, has the jurisdiction to resolve this case and enforce the JCBA. In addition, should APFA prevail, the court will determine the appropriate remedy including, but not limited to attorneys' fees incurred by APFA and punitive damages.

By filing this grievance, APFA does not concede that this matter is a minor dispute. In the event the underlying facts and issues are deemed to be a minor dispute, this Grievance is intended to ensure compliance with the time limits and other requirements set forth in Sections 30 and 31 and other related sections of the JCBA.

Sincerely,



Bob Ross  
APFA National President