



*Association of Professional
Flight Attendants*

Representing the Flight Attendants of American Airlines

December 29, 2017

BASE CASE #2017-APFA-4

Mr. Paul Jones
Senior Vice President & General Counsel
American Airlines, Inc.
P.O. Box 619616, MD HDQ Legal
DFW Airport, TX 75261-6916

RE: *Recognition and Scope*

Dear Mr. Jones:

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 Section 1 (Recognition and Scope) and Section 2.R. (Definitions) and any related sections of the JCBA regarding the Flight Attendant position.

According to Section 1.B. of the JCBA:

1. Only American Airlines employees shall be used as Flight Attendants in accordance with Definitions, Section 2.
2. Only regularly employed American Airlines Flight Attendants shall be entitled to bid and fly all operations outlined in Hour of Service, Section 11. As an exception, the Company may select Flight Attendants from the American Airlines System Seniority List to participate in FAA Proving Runs.
3. A Flight Attendant shall provide beverages and meal service as set forth in the Flight Attendant Manual and revisions thereto. Such service shall be rendered only in the cabin of the aircraft.

According to Section 2.R. of the JCBA:

- R. “Flight Attendant” as used in this Agreement shall include both male and female employees who are responsible for the performing or assisting in the performance of all en route passenger service and who have completed training as prescribed by the Federal Aviation Agency (FAA) and whose names appear on the current Flight Attendant System Seniority List.

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The Company has confirmed that Flight Service Managers (“FSMs”), whose names do not appear on the current Flight Attendant System Seniority List, have either performed beverage and meal services as part of a “ride along” program or assigned them to open Flight Attendant positions to avoid cancellations of flights. Because FSMs are not Flight Attendants, as wholly defined in Section 2.R., their performance or assistance in the performance of all en route passenger service violated Section 1.B. (Scope) of the JCBA.

I hereby demand that the Company immediately cease and desist from breaching the aforementioned contract language and all related sections of the JCBA. Additionally, given the Company’s knowing and meritless violation of the contractual language, I demand punitive damages, attorneys’ fees and costs, plus pre- and post-award interest.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bob Ross". The signature is stylized and written in a cursive-like font.

Bob Ross
APFA National President
Cc: SBA
Mark Richard, Esq.