



*Association of Professional  
Flight Attendants*

*Representing the Flight Attendants of American Airlines*

February 16, 2018

**BASE CASE # 2018-APFA-2**

Ms. Lucretia Guia  
*VP Labor Relations and Deputy General Counsel*  
American Airlines, Inc.  
4333 Amon Carter Blvd.  
MD 5235 HDQ  
Fort Worth, TX 76155

RE: *Drug and Alcohol Policy / Lack of Formal Notification*

Dear Ms. Guia:

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 to the Company's violation of Section 33.B.7 and any related sections of the JCBA as it pertains to the Company's unilateral change to the Drug and Alcohol Policy.

**According to Section 33.B.7 of the JCBA:**

**The Company shall meet and confer with the Union regarding any changes in the drug and alcohol testing policies and procedures not specified in this Agreement prior to implementation.**

The Company failed to formally and directly notify APFA, as per Section 33.B.7 of the JCBA with the pertinent details of the new Drug and Alcohol Policy prior to implementation, which effectively denies the APFA, including the National EAP Representatives, the ability to gauge the scope and impact of these changes being placed upon our Flight Attendants.

The objective of APFA EAP is to enhance the health, welfare and safety of its Flight Attendants. The inclusion of the APFA EAP Representatives and their input related to these changes would have proven both beneficial to our Flight Attendants and American Airlines.

I hereby demand that the Company confirm and continuously assure that any changes made to the Drug and Alcohol policy, as indicated in Section 33.B.7 of the JCBA will be provided to APFA in advance of implementation.

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I also demand that the Company make all affected Flight Attendants whole, and grant any additional relief deemed appropriate.

We demand that the Company cease and desist this practice in the contractual application prior to implementation of the JCBA Section 33.B.7.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bob Ross", with a stylized flourish at the end.

**Bob Ross**  
**National President**