



Association of Professional
Flight Attendants
Representing the Flight Attendants of American Airlines

February 16, 2018

BASE CASE #2018-APFA-1

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

RE: *Reduction of Staffing Levels on Boeing 777-200 Aircraft*

Dear Ms. Guia:

In accordance with the provisions of Sections 10.Q.3-4 and 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.Q.1, 2, and 3 of the JCBA, and any related sections of the JCBA as it pertains to the Company’s implementation of new staffing formulas for the Boeing 777-200 aircraft. Through the new 777-200 staffing formulas, the Company is assigning an unreasonable workload to Flight Attendants on board these aircraft. Further, I protest the Company’s breach of Section 4 of the October 19, 2005 Settlement of Presidential Grievance #2004-APFA-002 (737 Staffing) and Agreement on Flight Attendant Layover Rest and Crew Meals (“737 Staffing Presidential Grievance Settlement”).

In accordance with the JCBA, AAA Case Number 131990037494, American Airlines and APFA, Interest Arbitration Award dated October 20, 1995, pages 61-62 (“Interest Arbitration Award”), APFA demands that the Company immediately rescind the scheduled March 1, 2018 implementation of the new 777-200 staffing formulas. Further, APFA demands that the Company cease and desist from violating the Interest Arbitration Award, and/or Sections 10.Q.1, 2, and 3, and any related sections, of the JCBA, in order to avoid an unreasonable workload to Flight Attendants on board these aircraft. In the alternative, APFA demands that the Company adjust the 777-200 staffing formulas to avoid an unreasonable workload. APFA demands that the Company make all affected Flight Attendants whole, and grant any additional relief deemed appropriate.

In addition, I demand that the Company immediately cease and desist from violating Section 4 of the 737 Staffing Presidential Grievance Settlement. As the Company recognized in this landmark agreement, APFA went to “considerable expense in developing a flight attendant modeling program for the evaluation of future staffing requirements . . . to more accurately evaluate

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staffing formulas.” To that end, it is critical to remind you of what APFA and the Company agreed to in Section 4:

The Company and the APFA have agreed to jointly explore evaluation of Flight Attendant task and workload analysis on all aircraft using the modeling program and data collection methods developed for use by APFA in the 737 Presidential Grievance.

The parties reviewed the Workload Modeling Program on September 12, 2005 during a demonstration led by APFA’s consultant. The intent of the parties is to explore the development of future joint modeling programs using scientific, objective analysis for all aircraft based upon baseline staffing formulas for each aircraft. This would require the parties to be jointly trained and certified by a scientific aviation expert in workload assessment, and to create the task lists for each Flight Attendant position, gather data, evaluate and assess Flight Attendant workload prior to any notice of intent to change staffing levels on any aircraft . . .

(emphasis added). In violation of this language and the parties’ intent, the Company neither met with APFA, nor used any joint modeling program to evaluate the new staffing formulas prior to the notice of intent to change staffing levels on the 777-200 Aircraft. To remedy this violation, in addition to the remedies requested above, we request that the Company abide by the 737 Staffing Presidential Grievance Settlement, and suspend any changes to the staffing levels on the Boeing 777-200 Aircraft until the parties have had the opportunity to jointly evaluate and assess Flight Attendant workload through the agreed-upon procedure.

Sincerely,



Bob Ross
APFA National President

cc: SBA