



*Association of Professional
Flight Attendants*

Representing the Flight Attendants of American Airlines

April 10, 2018

BASE CASE # 2018-APFA-4

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

RE: *Early Boarding of Passengers*

Dear Ms. Guia:

In accordance with the provisions of Sections 30.A.7 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 11.M, 14.F. and any related articles of the JCBA as it pertains to the Company’s boarding of passengers earlier than the contractually agreed upon-boarding times. APFA has determined that this dispute involves a contractual and/or a policy issue which cannot be resolved at a local level, and therefore converts all pending NODs regarding the on-board requirements to a Presidential Grievance.

Sections 11.M and 14.F of the JCBA include clear contractual times that flight attendants are “required to be on board of the aircraft ready to receive passengers.” Depending on the destination and the type of plane, passenger boarding time is either 30, 35, 45, or 50 minutes prior to scheduled departure. The Company has been routinely allowing passengers to begin boarding earlier than the mutually agreed-upon times specified in the JCBA, repeatedly and blatantly disregarding our contract and flight attendants’ rights thereunder.

I hereby demand that the Company immediately cease and desist from violating Sections 11.M, 14.F and any related sections of the JCBA, and from the unauthorized practice of boarding passengers early. Further, I demand that the Company take immediate action to ensure that the contractual boarding times are abided by, including, but not limited to, notifying gate agents and pilots that flight attendants cannot be required to receive passengers on board earlier than the times specified in the JCBA. I also demand that the Company make all affected Flight Attendants whole, including one (1) hour of pay for each affected crew member, and grant any additional relief deemed appropriate.

1004 West Eules Blvd • Eules, Texas 76040

Tel: (817) 540-0108 • Fax: (817) 540-2077 • www.apfa.org



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Finally, in light of the Company's knowing, repeated, willful, flagrant violations of our contract, I demand an award of punitive damages.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nena Martin". The signature is fluid and cursive, with the first name "Nena" being more prominent than the last name "Martin".

Nena Martin
APFA National President

Cc: SBA
Kathleen Phillips, Esq.