



**ASSOCIATION OF PROFESSIONAL FLIGHT ATTENDANTS**  
*Proudly representing the Flight Attendants of American Airlines*

August 16, 2018

**VIA ELECTRONIC MAIL & CERTIFIED MAIL**

Lucretia Guia  
VP Labor Relations & Deputy General Counsel  
American Airlines, Inc  
4333 Amon Carter Blvd.  
MD5235 HDQ  
Fort Worth, TX 76155

RE: *Attached Expedited Presidential Grievance – Improper and Illegal Imposition of Flight Attendant Attendance and Performance Program*

Dear Ms. Guia:

Today marks a regrettable chapter in the relationship between flight attendants and the Company. The unilateral issuance of the new Flight Attendant Attendance and Performance Program reflects the utmost disrespect for our flight attendants.

There have been so many missed deadlines, misrepresentations, mishandlings, and missteps by the Company while moving towards integration. Instead of an implementation that is truly respectful of our dedicated workforce, this carrier moves forward with complete disregard for the impact on our lives.

It is our position that the Company has no right to make these unreasonable changes, which will be disastrous to our flight attendants and to the Company's operations. We have directed our legal counsel to immediately pursue the attached Presidential Grievance.

APFA will vigorously fight for our members to get the treatment they deserve. We expect this Presidential Grievance to be processed expeditiously.

Sincerely,

Lori L. Bassani  
APFA National President

Cc: SBA  
APFA Legal

1004 West Euless Blvd. • Euless, Texas 76040  
Tel: (817) 540-0108 • Fax: (817) 540-2077





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**BASE CASE # 2018 – APFA –7**

Lucretia Guia  
VP Labor Relations & Deputy General Counsel  
American Airlines, Inc  
4333 Amon Carter Blvd.  
MD5235 HDQ  
Fort Worth, TX 76155

RE: *Flight Attendant Attendance and Performance Program*

Dear Ms. Guia:

As we approach Flight Attendant Operational Integration (“FOI”) of the world’s largest air carrier, our flight attendants have been disrespected yet again with the Flight Attendant Attendance and Performance Program (the “Program”) released by the Company today.

Therefore, 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 grieve and protest the Company’s implementation of this unreasonable Program, the Company’s violation of Sections 9.B, 9.D., 9.E and any related sections of the JCBA, as well as the Company’s violation of past practice.

The Company’s unilateral implementation of this unreasonable Program is not only illegal—it is unconscionable. Our flight attendants have fully committed to dependability and have made critical medical and family decisions in reliance on the programs in place. The Program undercuts these decisions, obliterating the purpose and spirit of sick leave, unreasonably punishing members for legitimate illness, and fast-tracking flight attendants to unjust discipline and termination. This ill-conceived and unreasonable Program will force members to go to work sick to save their jobs, (hypocritically) penalizing employees who are still getting sick from the toxic uniforms.

With FOI just weeks away, the Company’s actions are a wholesale repudiation of past practice, the parties’ bargaining history, and the JCBA.

I hereby demand that the Company immediately cease and desist from the implementation of this Program, as well as from violating past practice and Sections 9.B, 9.D., 9.E and any related sections of the JCBA. I further demand that the Company cease and desist from disciplining or

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otherwise penalizing any flight attendant under the Program, and maintain the status quo during the pendency of this grievance.

In the event that the Company wrongfully proceeds with the implementation at FOI, I also demand that the Company make all affected Flight Attendants whole, including back pay, benefits, rescission of discipline, and placing all Flight Attendants at zero occurrences and/or points. Further, I demand that the Company grant any additional relief deemed appropriate, including, but not limited to, punitive damages and attorney's fees.

Sincerely,



Lori L. Bassani  
APFA National President

Cc: SBA  
APFA Legal