



*Association of Professional
Flight Attendants*

Representing the Flight Attendants of American Airlines

July 19, 2018

Lucretia Guia
Vice-President Labor Relations & Deputy General Counsel
4333 Amon Carter Blvd.
MD 5235 HDQ
Fort Worth, TX 76155

Re: **SS-133-2018-APFA-6**

APFA vs. AAL – Crew Accommodations

Dear Ms. Guia:

In accordance with the Agreement between American Airlines, Inc. and the Flight Attendants in the service of American Airlines, Inc., as represented by the Association of Professional Flight Attendants, APFA hereby submits the grievance of APFA v. American Airlines, Inc. to the System Board of Adjustment.

(1) Question at Issue

Did the Company violate Section 6.A.1 and 2 (Union Hotel Committee) and any related articles of the Joint Collective Bargaining Agreement ("JCBA") in addition to the Crew Accommodations Letter of Agreement dated December 13, 2014 (Submission Exhibit No. 1) when it failed to follow the steps agreed to by the parties for the selection and review of crew accommodations for Flight Attendants under all the facts and circumstances of this case?

(2) Statement of Facts

This grievance was filed on June 6, 2018 (Submission Exhibit No. 2). An initial hearing and investigation was conducted by Ms. Lucretia Guia, Vice President, Labor Relations & Deputy General Counsel who rendered an initial decision under date of June 28, 2018 (Submission Exhibit No. 3). This decision being unsatisfactory, this case is respectfully submitted to the System Board of Adjustment for adjudication.

(3) Position of the APFA

It is the position of the APFA that the Company did violate Section 6.A.1 and 2 and the Crew Accommodations Letter of Agreement dated December 13, 2014 and any

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related articles of the Joint Collective Bargaining Agreement ("JCBA") as it pertains to the company's failure to adhere to specific steps and parameters when selecting, reviewing and discussing Flight Attendant feedback of Crew Accommodations as set forth in Section 6.A.1 and 2 of the Joint Collective Bargaining Agreement and the Crew Accommodations Letter of Agreement dated December 13, 2014 under all the facts and circumstances of this case. It is therefore respectfully requested that the Board render a decision finding the Company unjustified in its actions and requiring it to immediately cease and desist; properly apply Section 6.A.1 and 2 and any related articles of the Joint Collective Bargaining Agreement and the Crew accommodations Letter of Agreement dated December 13, 2014; the company will be required to review and resource crew accommodations in all affected cities including Baltimore (BWI) and Shanghai (PVG), all Flight Attendants that have incurred cost as a result of the Company's actions will be reimbursed for all cost..

It is further requested that the Board provide such other and/or additional relief as in its opinion is necessary and proper.

(4) Position of the Company

Presumably the position of the Company is contained in the decision of Ms. Lucretia Guia, Vice President Labor Relations & Deputy General Counsel (Submission Exhibit No. 3). If such is not the position of the Company, or if the Company desires to amend or supplement its position, it is required to do so no later than thirty (30) days from the Commissioner's receipt of this Submission.

With reference to setting a date for the hearing of this case before the Board, your attention is directed to Section 31.K.3 of the Joint Collective Bargaining Agreement.

Sincerely,



Lori Bassani
National President

cc: SBA

December 13, 2014

Laura R. Glading, National President
Association of Professional
Flight Attendants
1004 W. Euless Blvd.
Euless, TX 76040-5018

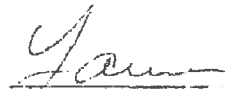
Dear Laura:

This letter is to confirm that the intent of the parties during the negotiations of Section 6.A (Crew Accommodations) of the 2014 JCBA is to adhere to the legacy American Airlines' past practice of selecting hotels.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 1-5-15
Laura R. Glading, National President
Association of Professional Flight Attendants

cc: Paul Jones
Lucretia Guia
Michelle Peak



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

June 6, 2018

BASE CASE # 2018-APFA-6

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

RE: *Section 6 – Crew Accommodations*

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 6, and any related sections of the JCBA, as well as past practice as it pertains to the Company’s ongoing and unnecessary failure to follow the guidelines set forth in the selection of lodging accommodations and transportation for the American Airlines Flight Attendants.

I hereby demand that the Company immediately cease and desist from breaching the aforementioned contractual language, all related sections of the JCBA, and past practice. I also demand that the Company make all affected Flight Attendants whole, and grant any additional relief deemed appropriate.

Sincerely,

Nena Martin
National President

cc: SBA
APFA Legal

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Cindi Simone
Managing Director
Labor Relations

American Airlines 

June 28, 2018

Ms. Nena Martin
President
Association of Professional Flight Attendants
1004 West Eules Blvd.
Eules, TX 76040

RECEIVED
APFA
JUN 28 2018
System Board of Adjustment
By 

Re: Grievance Response - Base Case 2018-APFA-6 (Crew Accommodations)

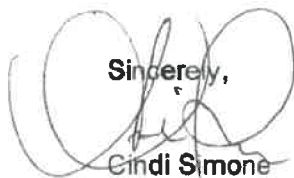
Dear Ms. Martin:

This letter shall serve American Airlines, Inc.'s (the "Company") response to Grievance No. 2018-APFA-6 submitted by the Association of Professional Flight Attendants ("APFA"), dated June 6, 2018 (the "Grievance"). The Grievance alleges generally that the Company is in violation of Section 6 of the 2014 Joint Collective Bargaining Agreement between the Company and the APFA ("JCBA") relating to crew accommodations.

The Grievance does not allege any facts or circumstances such that the Company can ascertain the merits of APFA's claim. Thus, after a review of the relevant provisions of the JCBA and the Grievance, the Company respectfully denies the Grievance in its entirety. In addition, Section 30.B.2.a, "Filing of Presidential Grievances," requires that the Union file grievances within forty-five days after an alleged action, misapplication or misinterpretation of the JCBA has been ascertained. Because the Grievance fails to identify any facts or circumstances that could give rise to the alleged contract violation, the Company expressly reserves its right to assert a defense on the basis that the Grievance is untimely.

I am available to discuss at your convenience.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

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