



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

August 21, 2018

BASE CASE #2018-APFA-8

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

RE: *Implementation of ROTA and ROTD*

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 the Company’s violation of Sections 10, 12, 15 and 20 of the JCBA in connection with the implementation of ROTA and ROTD at Legacy American Airlines bases beginning August 1, 2018.

Pursuant to the January 9, 2018 Settlement Agreement between APFA and American Airlines, American Airlines agreed to implement ROTA and ROTD for all flight attendants at LAA bases effective August 1, 2018. However, the Company has failed to deliver a system capable of processing ROTA or ROTD as negotiated, and in so doing is violating various provisions of the JCBA.

As an initial matter, I note that the APFA has the contractual right to oversee implementation of the Scheduling and Reserve sections of the JCBA, but has been wrongfully excluded from that process, no doubt leading to the contract violations identified herein.

The Company’s implementation of ROTA/ROTD since August 1 has resulted in numerous and ongoing contractual violations. Among other things:



- The Company is violating Section 12.J.5 by improperly grouping Reserves with more than four days of availability in groups separate from Reserves with only four days of availability;
- The Company is violating Section 12.E.1 by assigning Flight Attendants to a RAP with inadequate contractual rest after a sequence;
- The Company is violating Sections 12.J.6, 12.K.1.e.iii and 20.E by not recognizing differences in aircraft qualifications in the ROTA/ROTD systems, resulting in seniority violations;
- The Company is violating Section 12.E.4 by modifying RAPS based on a standing bid;
- The Company is violating Section 12.J.4 by assigning or modifying RAPS after a ROTA run;
- The Company is violating Section 10.D.18.v by building reserve lines with a Flex Day on the seventh day of a line of flying;
- The Company is violating Sections 12.B.2.c and 12.B.3.c in cases where a Reserve Flight Attendant in actual operations flies past 0100 into a Flex Day or Golden Day, by providing pay and credit, rather than pay no credit when having the Golden/ Flex Day restored;
- The Company has violated Sections 10.H.2 and .4 by excluding indications of Red Flag sequences from the ROTA/ROTD system for reserves bidding to pick up flying on days off;
- The Company has violated Section 12.I.1 by scheduling RAPs that end after 0159.
- The Company violated Section 10.D.2 by excluding the Union members of the JSIC from the testing of ROTA/ROTD prior to implementation;
- The Company has violated Section 15.F.2 by bypassing speakers for non-speaker assignments at bases where the qualified language is not needed.

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APFA hereby demands that the Company immediately cease and desist its improper implementation and programming of ROTA and ROTD and all associated violations of the JCBA. In addition, APFA demands that the Company compensate and make whole all Flight Attendants adversely affected by its wrongful violations and otherwise fully comply with the JCBA. Should the Company fail and refuse to promptly take these actions, APFA submits that these crucial issues be handled on an expedited basis in arbitration.

Sincerely,



Lori L. Bassani
National President

cc: SBA