



**Association of Professional  
Flight Attendants**

*Representing the Flight Attendants of American Airlines*

August 7, 2019

**BASE CASE # 2019-APFA-2**

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

RE: *Purser Recurrent Training*

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 14.L.4, 29. E. and G., any related articles of the JCBA, and/or past practice, as it pertains to the Company’s actions with respect to Purser Recurrent Training for 2019-2020.

APFA grieves the Company’s actions and mishandling of the 2019-2020 Purser Recurrent Training as a whole, including, but not limited to, the web-based training and the in-person training. The Company has violated the JCBA and/or past practice in several respects, including, but not limited to: by making arbitrary and capricious changes to the Purser Recurrent Training; by failing to notify APFA of any changes to the training; by failing to give APFA the opportunity to review and offer input on the training, as required by the JCBA, including, but not limited to, Section 14.L.4.b, and/or past practice; and by failing to pay purser Flight Attendants properly for such training, including, but not limited to, the \$75.00 required for the web-based training under Sections 14.L.4.a, 29.E and G., and/or past practice. This list is not intended to be exhaustive. APFA reserves the right to raise additional issues or arguments as they become known.

I hereby demand that the Company immediately cease and desist from violating all relevant provisions of the JCBA with respect to Purser Recurrent Training, including, but not limited to, Sections 14.L.4, 29.E. and G., any related articles of the JCBA, and/or past practice. I also demand that the Company pay all Purser Flight Attendants properly for training under the JCBA and past practice, included, but not limited to, the \$75.00 separate payment required for the web-based training portion of the Purser Recurrent Training, or any other amount required for such training. Further, I demand that the Company cease and desist from failing to give APFA proper notice with

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*Page 2 of 2*  
*2019-APFA-2*  
*Purser Recurrent Training*

respect to training, including, but not limited to, the notice required under Section 14.L.4.b. of the JCBA, and/or past practice, and grant any additional relief deemed appropriate. In light of the Company's knowing, repeated, willful, flagrant violations of our contract, I demand an award of punitive damages.

Further, I demand expedited arbitration of this Presidential Grievance. Purser Flight Attendants and APFA cannot be penalized for the Company's wrongful actions in failing to follow the JCBA and failing to properly include APFA in the review process. We are in need of a prompt resolution of this Grievance in order to have a meaningful remedy that is effective before the end of the training, which is currently scheduled to proceed as unilaterally designed by the Company through February 2020.

Sincerely,

A handwritten signature in cursive script that reads "Lori Bassani".

Lori Bassani  
APFA National President

Cc: SBA  
Mark Richard, Esq.