



**Association of Professional
Flight Attendants**

Representing the Flight Attendants of American Airlines

October 23, 2020

BASE CASE # 2020-APFA-2

Ms. Lucretia Guia
VP Labor Relations & Deputy General Counsel
American Airlines, Inc.
1 Skyview Drive, MD 8B500
Fort Worth, TX 76155

RE: *Reduction of Staffing Levels on Airbus A321T, 777-200, 777-300 and 787-9 Aircraft*

Dear Ms. Guia:

In accordance with the provisions of Sections 10.Q.1-4 and 30.B.2 of the Joint Collective Bargaining Agreement (“JCBA”) between American Airlines, Inc. (“AA” or “the Company”) and the Association of Professional Flight Attendants (“APFA” or “the Union”), APFA hereby protests the Company’s violation of Sections 10.Q.1-3 of the JCBA and any related sections as they pertain to the Company’s October 1, 2020 unilateral implementation of new staffing formulas for the Airbus A321T and Boeing 777-200, 777-300 and 787-9 aircraft. Through the new staffing formulas, the Company unfairly has assigned an unreasonable workload to Flight Attendants on board these aircraft in violation of the JCBA.

The Company’s unilateral implementation of the new staffing formulas also clearly violates Section 4 of the 737 Staffing Presidential Grievance Settlement, in which the parties agreed “to jointly explore evaluation of Flight Attendant task and workload analysis on all aircraft using the modeling program and data collection methods developed for use by APFA in the 737 Presidential Grievance.”

APFA demands that the Company immediately cease and desist from implementing the new staffing formulas until the parties can jointly evaluate and assess Flight Attendant workload on the Airbus A321T and Boeing 777-200, 777-300 and 787-9 aircraft through the procedure agreed to in the 737 Staffing Presidential Grievance Settlement.

In the alternative, APFA demands that the Company, in consultation with APFA, adjust the staffing formulas on the Airbus A321T and Boeing 777-200, 777-300 and 787-9 aircraft to eliminate the unreasonable workload.

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APFA further demands that the Company make whole all affected Flight Attendants and grant any and all additional relief deemed appropriate.

Sincerely,



Julie Hedrick
National President

cc: SBA