

Negotiations Update #13 – July 16, 2010

We just wrapped up a three-day bargaining session with management in NYC. As always, we took advantage of our location to do crew-room sits in LGA and JFK on both ends of our negotiations. Thanks to all who stopped by. Your Negotiating Team enjoyed meeting you and getting your input for future proposals.

We are pleased to announce that we did reach a tentative agreement on International Flying, bringing improvements to that section. Additionally, we passed proposals on the following Sections: 12 Uniforms, 6 Moving Expenses, 26 Safety and Health and a new Section: Commuter Policy and Late Report Provisions.

In our International Flying Section TA, we were able to double the overnight premium from \$5 to \$10. Additionally, that premium will apply to Central and South America, should we begin service in to those locations and Mexico when there is a travel advisory to that country. The Company was insistent that Mexico remain excluded due to AMR policy. However, our argument that the current situation in Mexico, where Flight Attendants must remain in the hotels (and buy their food there) due to security concerns was very persuasive. We also incorporated the Cuba Side Letter and inserted a provision which mandates that management come to us well in advance of implementing any new charter international service or anticipates any sub-service charter flying and commits them to discussing issues that affect our members. Currently, there is no obligation.

The Company gave us a counter proposal on Uniforms. Unfortunately, they are sticking with their concept of basing your uniform points accrual on the number of hours flown in the year prior. They did not offer any increase in points. They also proposed keeping the monthly uniform cleaning allowance at \$10 and taking away the \$20 that grandfathered Flight Attendants receive now. Therefore; not a whole lot for us to respond to in Uniforms. The big items separating us in this Section are: 1) increasing the cleaning allowance, 2) number of annual points , 3) paid alterations 4) and the Company's insistence on basing annual points on how much one flies in the year prior. This concept is particularly important to understand when you consider that a similar scheme could tie your insurance, vacation, sick time, and other benefits to the amount of flight credit you earned in the previous year. We are not in favor of this in any way, shape, or form.

The Company presented us with a partial counter-proposal on Section 26 Safety and Health. They carved out the more technical elements of AFA's proposal for discussion at our next session in DFW. At this session the Company intends to bring in their heads of departments like maintenance and safety. The partial proposal they did present to us was significantly gutted AFA's.

During this session, we put a proposal on the table for a new Section that combines the Commuter Policy and the Late Report Policy. We combined the two policies into one global provision that would cover all Flight Attendants and we added some improvements. We will get the Company's first counter proposal at our next session.

In Moving Expenses, we have already secured some gains and will persist until we are satisfied with our progress. More on that if / when we TA that section.

Talks continue to progress at an acceptable pace and we are pleased with our progress so far.

Preparations for our proposal on Section 9 Reserve, are ongoing. The Negotiating Team has developed a Reserve survey that should be available via the internet later next week. All issues submitted to the negotiations@afaeagle.com e-mail address are logged into a data base and used when the team prepares proposals. We are also making arrangements for a Reserve Flight Attendant summit in which each base will select a representative currently working on reserve status, to meet with the Negotiating Team to provide input.

In our continued effort to demonstrate that there really are 2,000 at the bargaining table, we encourage you to become active in our mobilization program.

Our next session is set for August 24-26, 2010 in DFW.

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