

## Negotiations Update #14 – August 26, 2010

On Monday of this week, your negotiating committee met with the reserve chairs/representatives from each of our bases. This “reserve summit” was very helpful in helping us define the major issues for reserves as we prepare to formulate our proposals on that section of our contract. The day-long session focused on the issues and the solutions to problems that reserves face. While being on reserve will never be a “bed of roses,” we are committed to improving that experience.

This week’s bargaining session was focused on three sections and resulted in a tentative agreement in Section 6: Moving Expenses. Both sides also tackled Safety & Health and Commuter Policy/Late Report sections. We are actively seeking major improvements in all sections and we were successful in securing improvements in Moving Expenses this week.

In order to more fully discuss our Air Safety & Health proposal, the company brought Ric Wilson, VP of Corporate Safety, to the table. While Mr. Wilson was full of assurances about American Eagle’s safety commitment, he was less excited about “contractualizing” any of the safety and regulatory demands that we made in our proposal.

Needless to say, we are at odds with the Company on the importance of getting strict safety guidelines and protections into our contract. We will continue to push **OUR** agenda. Both sides agreed to set this section aside for a bit while we act on the company’s overture to partner with them at a higher management level on our safety issues. We have set up a meeting in the near future to review safety concerns of Flight Attendants. Hopefully this meeting will result in real changes being made and our concerns being addressed.

**IN THE MEANTIME**, the company assures us that the entire practice of handling Online Reports has been revamped and that your concerns are now being routed effectively. So please keep writing up/reporting unsafe/broken equipment and situations of concern. At the table we had extensive conversation about the high temperatures on the aircraft. Management is aware of this problem and we are pushing them to do something about it. Have you taken a delay due to excessive aircraft temperature? Are passengers complaining due to excessive heat? Write it up for the captain and please submit an Online Report!

A lot of time was taken up with the Commuter Policy/ Late Report provisions. We are not far from an agreement with management, but they need to do some research...it seems the policies have been applied a little inconstantly. Once we reach an agreement on this section, we will report the changes to you.

Moving Expenses was wrapped up this week and we are pleased to report many improvements for company-paid moves. We changed the current dollar amount reimbursed to move – which was wholly inadequate – to 10,000 pounds (company paid) which covers much more, provides flexibility, and protects us against inflation. Additionally, we increased the hotel nights covered in order to look for new housing and included them in the actual move. Under the agreement, Flight Attendants will now be able to place their move days (decreased from 5 to 4) after bid closing and will receive PAY and CREDIT for move days! We feel that the ability to place move days on trips and receive pay for time dropped far outweighs the decrease in days from 5 to 4 – especially since our longest published trip is a 4-day. Reserves will not be dropped below the guarantee due to move days being applied to days of reserve.

We increased the interest-free loan amount to \$1,000 from the current \$750 and removed the \$500 cap on broken lease penalties reimbursed. Both sides also agreed to increase the mileage radius from the new domicile for relocation to 80 miles from the current 60. Additionally, If a

Flight Attendant is displaced out of her/his domicile and within 6 months is awarded a vacancy back at the domicile, the company will pay to move him or her back to that domicile or geographic region. Anyone remember San Juan? Well, now we will have protection should the company change their minds on staffing.

Our next session with the company will be September 14-16 in Chicago. We will be tackling Vacation, Commuter Policy and hopefully some other sections.

Until then, WE NEED YOU FOCUSED!!! The more FOCUSED we ALL are on a new agreement, the better it will be! Help us kick off the disc campaign on September 1 and join us in sending a message to management: We are FOCUSED on improving our work lives!

In Solidarity,

Your Negotiating Committee

Deb Sutor  
Robert Barrow  
Armando Ramos  
John Grace  
Paula Mastrangelo

Seen fellow crew members with blue discs behind their AFA pins? The blue discs identify mobilizers who