

## American Eagle 2009 Negotiations Survey Report Update #2

You AFA Negotiating Committee is pleased to present you with a report on our survey. First of all, we want to thank all of you who took the time and thought to answer the survey – the results of which will guide your Committee as we define our bargaining priorities at the table. We had a very good rate of return.

The Committee found it intriguing that the demographic results showed that now, more than ever, our members consider this a career, not merely a job or stepping stone to something else. This validates our belief that our goals are worthwhile. It was also encouraging to see that you believed achieving Family Medical Leave for domestic partners was substantially important. The majority of respondents were domiciled in Dallas, our largest domicile.

Your Committee looks forward to standing in solidarity with you as we enter into this Section 6 negotiations. Further survey results are as follows (numbers are the percentage of flight attendants responding):

1) Where are you domiciled?

- a. DFW (43.7%)
- b. ORD (30.8 %)
- c. JFK/LGA ( 9.3%)
- d. MIA ( 5.6%)
- e. SJU ( 5.1%)
- f. LAX ( 4.5%)
- g. BOS ( 1.0%)

2) How long have you been a flight attendant at American Eagle?

- a. 0-1 YRS. (11.1%)
- b. 2-5 YRS. (35.5%)
- c. 6-9 YRS. (22.4%)
- d. 10-13 YRS. (14.9%)
- e. 14 + YRS. (16.1%)

3) What is your gender?

- a. Female (74.8%)
- b. Male (25.2%)

4) What is your age group?

- a. 19-25 (4.5%)
- b. 26-35 (17.6%)
- c. 35-45 (20.7%)
- d. 46-55 (32.7%)
- e. 56 + Yrs. (24.4%)

5) Are you the primary wage earner in your household?

- a. Yes (63.3%)
- b. No (36.7%)

6) How many dependants do you support for tax purposes? (i.e. children, parents, college students)

- a. 0 (67.8%)
- b. 1 (19.4%)
- c. 2 (8.8%)
- d. 3 (2.0%)
- e. 4+ (2.0%)

7) Do you normally fly as a.....

- a. Lineholder (71.0%)

- b. Relief Lineholder ( 1.3%)
- c. Reduced Guarantee ( 3.5%)
- d. Reserve (24.2%)

8) If you travel more than 50 miles to your domicile, what method of transportation do you usually use?

- a. American Eagle (10.4%)
- b. American Airlines (18.8%)
- c. Another Airline ( 7.1%)
- d. Public Transportation ( 0.8%)
- e. Car (12.7%)
- f. I live closer than 50 miles (50.3%)

9) If you commute, the primary reason is:

- a. For better flying and schedules ( 8.2%)
- b. For increased compensation ( 1.5%)
- c. To avoid reserve ( 2.3%)
- d. My domicile closed; didn't move ( 5.1%)
- e. Other (24.4%)
- f. Do not commute; doesn't apply (58.4%)

10) Do you fly reserve?

- a. Yes (31.1%)
- b. No (68.9%)

11) I plan to retire from American Eagle:

- a. Within 1-3 years ( 5.3%)
- b. Within 4-6 years (11.4%)
- c. Within 7-8 years ( 6.3%)
- d. After 8 or more years (47.2%)
- e. I don't plan to retire (29.8%)

It will come as no surprise that of the current compensation improvements sought, you ranked an increase in hourly wages as your most important issue followed closely by increased per diem, increased pay for OT, increased vacation pay and number of paid Holidays.

The top three ranked categories for new compensation were Duty/Trip rigs, Holding Pay (pay for remaining on the ground onboard with passengers) and Minimum Day (minimum daily flight hour credit for each duty period)

Improvements in nearly every facet of the current Reserve system were called for under the results provided in this survey. Not one respondent was satisfied with our current system!

We heard your voices loud and clear that oftentimes our current rest is inadequate. The overwhelming majority of you indicated that increased rest is essential for us to perform our jobs safely and efficiently. Rest may be fine on the schedule, but all too often we heard you say that scheduled rest is reduced to unacceptable levels.

While we all want to be refreshed and perform our jobs safely, a large number of you voiced concern that sometimes our work environment is not the safest or cleanest. You provided anecdotes of dirty planes and other issues that gave you pause for concern.

Of those responding, being taken off a scheduled trip and assigned other flying or being extended was an issue that needed to be addressed in some manner. And a majority of you stated that trip trading with Open Time is the most important line adjustment tool. Of course, when the system is frozen, it doesn't do much good!

In the area of medical leaves and benefits, you gave clear direction that major improvements are needed in this area. Absent new favorable legislation on Family Medical Leave, we must negotiate provisions that are fair and inclusive for flight attendants.

As for retirement, with the contraction of the airline industry, a large portion of our flight attendant population is making the choice to make a career at Eagle. That makes it essential for all of us to work really hard and pull together to make Eagle a better place to stay.

Once we have a ratified agreement, the survey in its entirety will be available for viewing by any member in good standing.