



An Introduction from CA Jim Thomas

In August of last year, I took over John Hale's previous role as the Flight Department Representative on the company's negotiating team. To many, I know how that must sound. Although negotiations have been going on a long time, I think it's important you know that someone is at the table who understands the attitude, morale and contract desires of our pilots.

The purpose of this introductory letter is to let you know a little about me, my AA background, and to give you an overview of the status of negotiations. I'm 49-years old and have been with American almost 25 years. I was a line guy, a check airman, a chief pilot, a Fleet Captain and a Fleet Training Manager. I currently fly the 737 and try to get out and fly as much as possible.

Now, my role is to represent the Flight Department and to insure that a pilot's perspective has an active voice on the Company's negotiating team. As you know, the last four years of negotiations have resulted in little progress toward achieving a contract. In fact, the mediator told us in October that he wasn't scheduling any more sessions. Despite that, more progress has been made in the last few months than in the last four years combined. In case you're not aware of what's been accomplished, here's a quick rundown from my perspective.

First, there hasn't been any stalling by either side since I've been at the table. Second, APA and AA decided to see if progress could be made by meeting on our own – without the mediator. And, we continue to meet now without federal mediation oversight. That is huge. We are "at the table" usually every other week for at least three days. In addition, our scheduling sub-committees have been meeting twice a week during off-weeks. Most of the administrative issues have been agreed to and both sides are ready to elevate talks on the big items. In fact, we met this week and talked predominately about Scope – a vitally important facet of your career and equally important to the company for strategic competition.

I know this is just an overview, but I wanted it to serve as an introduction. You should know I'm a straight shooter – I'll always tell you the facts. I plan to use this forum to talk in more detail about negotiations, and what I think they could mean to you and your career so look for updates and my perspective in the coming weeks. Feel free to come see me or call anytime to talk about how things are going. Until next time.

Fly Safe,

JT