



Continued Focus

August 27, 2010

As we wait to hear from the National Mediation Board about next steps on negotiations with APFA, I'd like to take a moment to echo our new VP of Flight Service Denise Lynn's thoughts, and thank you all for the good work you put into your roles every day, especially during the busy summer season. As a former flight attendant, I know the work it takes to meet your customers' needs while consistently delivering a quality service and product. And I know a lot of times it can be frustrating, but I want to thank you for the great job you do.

Another area very key to my work and something I know is very important to you is negotiations. The company and APFA negotiating teams have been working hard for a little over two years to reach a new contract that both sides can be proud of. The company is looking for ways to stay competitive so we can be around for the long-term, while also working with APFA to offer you those things that are most important to you. And a number of items in our comprehensive proposal are good indicators of that recognition, including sequence pay protection, structural pay increases, increasing TAFB, and the ability to accrue more sick and vacation time.

While the company and APFA haven't yet reached an agreement, I'm encouraged by the dedication from both teams. I'm also very encouraged by the great work the company and the TWU (the Mechanic & Related, Material Logistics Specialists, and Maintenance Control Technicians) have done to reach tentative agreements. I am very pleased the TWU-represented Maintenance Control Technicians (Technical Specialists) ratified their contract. These employees will realize immediate increases in compensation, along with more vacation days, holidays and sick time.

Though it's disappointing the Mechanic & Related and Material Logistics Specialist (Stores) agreements were not approved, we expect to continue working toward new agreements and will look to the National Mediation Board for guidance on next steps with these workgroups. We have demonstrated that we can get tentative agreements with these groups, and we look forward to re-working the agreements with the TWU in a balanced way that will achieve ratification.

As I've said before, I truly believe that through continued hard work, focus, respect and creativity from both sides, we can and will reach a new agreement with APFA in the near future.

Thank you for your time today. If you have any suggestions for future columns, please [email](#) me. I look forward to hearing from you.

Kind regards,

Cathy Scheu