



NMB Next Steps: Negotiations

January 21, 2011

As you have probably already heard, the National Mediation Board advised the company and APFA negotiating teams this week that no additional mediation sessions are being scheduled at this time. In practical terms, what this means is we don't know when we will be getting back together to negotiate a new agreement.

I am sure that this news is very disappointing and unsettling to all of you, as it is to me. I'm anxious to get a new contract in place as quickly as possible so that we can focus our full attention on the future. And I was very hopeful that the talks in early January would set us on a path towards reaching an agreement that works for you, and for the future of our airline.

From talking with our flight attendants, I'm aware that there is a belief among some that the company is dragging its feet in this process, and I want to assure you that is absolutely not the case. There is real money on the table that would provide each of you with an opportunity to earn more. And, the company negotiating team made additional proposals in January that would further enhance your pay and benefits. Most importantly, we remain ready and willing to continue to negotiate.

While we had hoped for more progress during our last session in Nashville, unfortunately, APFA did not respond to our most recent proposals or offer any proposals of their own. As I've said before, the negotiating process is always about give and take, and we have additional proposals we can explore if APFA is willing to respond to the proposals we've made and bargain with us. We hope to get back to the table, and with the help of the NMB, reach an agreement we can all be proud of.

What I ask of you is that you stay well-informed about the proposals the company has made and have a clear understanding of where the process stands. I encourage you to talk with your Flight Service Manager or visit the flight attendant [page](#) of AANegotiations.com.

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