



Negotiating for Success

As a member of the negotiating team and a former flight attendant, I know first-hand that negotiations are complex and hard work, and can be emotional as well. We tackle challenging issues with the goal of reaching a contract that recognizes your service and dedication, while positioning our company for long-term success. During this process, questions about our business and the industry often arise. I will use this column to share information with you about negotiations topics of interest, including where we are today, while fully complying with the laws of the RLA.

For the past 20 months, the APFA and AA negotiating teams have focused on many of the tough issues that accompany negotiations. During this relatively short amount of time, the teams have made steady progress at the table, reaching tentative agreements on more than 72 percent of the total contract articles. That means only 11 articles remain open. While we still have work to do, we are proud of what we've accomplished so far.

As you've heard the company say before, one of our goals in all of our contract negotiations is to make sure American is positioned to compete and to succeed. The negotiations process gives us the opportunity to take a careful look at our contracts, our costs, how they compare to other airlines and make changes that align us more closely with our competitors.

Currently, American's flight attendants are among the best compensated in the industry. We want to keep it that way. That's why we're looking at creative ways to improve productivity and be smarter in scheduling our flight crews and managing our costs in order to provide the long-term job security and career opportunities that flight attendants want.

We take our bargaining responsibility very seriously, and we know APFA does as well. While we may respectfully disagree with APFA on issues from time to time, our commitment to getting to an agreement that we can both support remains steadfast.

No doubt, January will be a busy month for both teams. However, I am hopeful that through continued communication about important industry topics, as well as a lot of hard work, we will reach a fair contract for both sides.

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