AA Response

AA Response	**Date: 1/28/2009**	**Time: 1500**
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Proposal Reference(s): APA Proposal , 1/27/09		
Contract Reference(s): Section 18		

We understand pilot concerns regarding career progression. However, there are pilots on furlough because of the responsible actions to reduce capacity in response to reduced demand. Stagnation is a constant concern of management's as well because it indicates that the airline is not growing.

We believe that the best way to address career progression and furloughs is to create a healthy, competitive airline and to do that, we need increased productivity and the ability to compete on a global level. If we are able to address our productivity concerns, the Company would be open to exploring realistic options that could further address the APA's concerns. For the following reasons, the Company cannot accept APA's proposal on Productivity Enhancements vs. Stagnation Mitigation Proposal, dated 1/27/09

- The enhanced productivity offered by APA is a move in the right direction but is voluntary and insufficient to address the productivity gap, which must be done for the company's long-term security

- It provides minor improvements to productivity (1.5 hours of voluntary flying) only after all furloughees have been offered recall and completion of thousands of Captain upgrades

- APA's proposal does not recognize the current environment that we are operating in and is economically unfeasible

- APA's proposal is not balanced, with duty rig improvements locking in while the modest productivity improvements are potentially temporary