

Air Transport Division



TRANSPORT WORKERS UNION OF AMERICA

Affiliated with American Federation of Labor-Congress of Industrial Organizations

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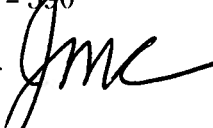
JAMES C. LITTLE
International President

December 15, 2008

HARRY LOMBARDO
Int'l Executive V.P.

To: All Members of AA Locals 501 - 590

JOSEPH C. GORDON
Int'l Scty-Treasurer

From: John M. Conley, ATD Director 

HUBERT SNEAD
Int'l Administrative V.P.

Re: Reflections on 12.2 to 12.12 AA "SuperSession" Negotiations

MICHAEL BAKALO
Int'l Administrative V.P.

To say I am disappointed would be a gross understatement – it is difficult to distinguish between arrogance and ignorance, referring to the company's comprehensive proposal of December 12. Are they destitute of knowledge, unaware, untutored - or simply antagonist, arrogant and domineering? Perhaps a combination of all, as the TWU addressed sensitive issues and offered creative solutions that were countered with nothing but the same lethargic, uninspired, one sided demands that are the hallmark of AA negotiating tactics. We did not ignore the competitive realities or economic frailty of the current environment. In fact, our proposals were anything but destructive, toxic or unrealistic – after all, intuitively, an unhealthy employer does not serve the intrinsic interests or needs of our members. We negotiated with a full understanding of industry challenges; we considered forward looking seminal contract changes while protecting and enhancing the economic interests of our members.

JOHN M. CONLEY
Director ATD
AE System Coordinator

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In the end, we negotiated with the intent of satisfying the interests of both parties. However, the Company came to the table with a small carrot and big demands – demands that were short sighted, unrealistic, impotent efforts to achieve what other carriers could only execute in a bankruptcy court room. The TWU presented resourceful solutions that addressed the company's long term needs in substantive ways while protecting current and future members. Since our efforts went unacknowledged and undervalued, we will be hard pressed to consider cornerstone subjects such as these in future negotiations. American squandered an opportunity to achieve equilibrium and long term competitive parity by overreaching – the TWU did not refuse to consider timeworn, foundational modifications – which if enacted, would have positioned American to compete and succeed, providing stability while balancing the opportunity for our members to realize gains, now and prospectively. In the end it was a losing proposition, as American Airlines demanded that we leave the "unborn" behind.

We remain unequivocal in our commitment to our members, our future members, and the future of our Union. A formal application for mediation services was submitted this a.m. and we anticipate a case number being assigned by week's end. Further updates will be forthcoming.