

AGENT

Agents Union Excluded Without Bargaining Rights

The TWU and APA have started negotiations with the company. The APFA will begin their's in the spring. These are the first since concessionary negotiations took place in 2003 resulting in pay and benefit cuts along with work rule changes. Their negotiated changes along with our mandated changes were responsible for keeping the airline out of bankruptcy court.

After 1000 management members shared over \$177 million dollars in stocks this year and an undetermined amount in bonuses, the board announced that the top 5 executives at AMR will receive stock awards again in April 2010 amounting to at least 258,200 shares. The President of the Allied Pilots Association, Capt. Lloyd Hill summed up what he thought about the bonuses after other workgroups were excluded.

Capt. Hill said, "If the AMR Board of Directors and the senior executives had any understanding of leadership, they would base management bonuses on the same metrics that apply to the meager Annual Incentive Plan (AIP) that applies to

regular employees. I liken this lack of leadership to parents lavishing themselves with Ferraris and fur coats, while forcing their children to mow their lawns for half an allowance under the theory that the cut in their allowance is necessary to keep a roof over their heads."

The Association of Professional Flight Attendants has elected their bargaining team and will be electing union officers after the first of the year. The TWU ended informal talks with the company on October 3, 2007 after determining that the proposals by the company were inadequate or concessionary in nature. Therefore the TWU has decided to start formal negotiations with the hope of reaching an amendable agreement by April 30, 2008.

Although we don't know if the company will give us anything while bargaining with the APA, APFA, and TWU, we do know that unless we unite and move forward building our union, chances are very slim that the things we gave up will be returned to us. Many agents also believe the company may try to give us just

enough for us to call off the effort of expanding our union just like they did during our last union election.

Issues of concern in addition to pay cuts, loss of holidays, vacation time, and other benefits include technology, outsourcing and office closures. Since 2001 over 2000 agents have been affected by the closing of reservations offices in SJU, ORF, STL and HNL and now the CRO will close next summer. The airport cut backs were even worse.

Replacing these laid off employees has been accomplished by hiring Reduced Work Week, Home Based, and PTE/PTNE workers at lower pay scales with little or no benefits. This is the 3rd attempt at B and C pay scales. You may or may not remember that each time this happened in the past we stepped up our organizing efforts and the company bought everyone back to the same pay and benefits to bust our union organizing efforts. A great accomplishment for us even without bargaining rights.

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Do You Know We Have Our Own Union?

The airline industry used to be the most heavily union organized industry in the country, which for many years kept wages high, even for those of us without union representation. Employer resistance, the rollback of workers' rights by the government, bankruptcies, outsourcing, and the increase of service by non-union commuter and regional airlines have eroded the percentage of unionized airline workers. This has affected the pay and benefits of all of us in the

industry.

So what did we do? We built and are continuing to build the Association of Passenger Service Agents, CWA Local 6001, worker by worker. We organize for the long haul and when we encounter roadblocks we look for ways to knock them down, or for a different path to reach our ultimate goal, an election and bargaining rights.

September 11th, the state of the

industry, and the number of airline bankruptcies lead us down this different path. The fact that laws, protecting our rights to organize, are being ignored by the current administration in Washington DC, is making it harder and harder to organize a union in the workplace. Instead of sitting back and waiting for a better environment to win an election, it made more sense to build

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Agents Union Excluded

After September 11, 2001 we had an agent workforce nearing 21,000. We are now just over 12,000 agents, the majority part time, including the former TWA agents with record load factors.

Technological changes have hit both the airports and reservations offices hard in the past 5 years. Agents are worried that enhancements to AA.COM and the airport check-in kiosks will lead to more layoffs. The company is currently testing programs that will allow customers to change reservations and pay add-collects and ASC charges on line and at the kiosks. They penalize customers by charging more if the customer wants human contact to book and purchase tickets on the phone or in person at an airport or CTO. Although change

is imminent the only way to protect jobs and benefits is through negotiations.

The recent news stories relating to the possibility of mergers and the sale of assets like AAdvantage, and American Eagle leaves everyone wondering what could happen to us without the legal right to negotiate with the company.

The members who attended this years' APSA membership meeting decided that it would be a good idea to survey the agents with an invitation to the bargaining table. We've decided to request a seat for us at the bargaining table and would like your feedback. Please tear out and complete the postcard in this newsletter with your seat request and return it as soon as possible.

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our union now and to work around the difficulties in organizing, very similar to the ways the unions began in the early 1900's. This was how the APSA/CWA Local 6001 was started.

There is still a misunderstanding of who and what we are. Beginning with the word—union. Airline employees have always associated the word union with union contract, when in fact is it much more. Legislative issues pertaining to organizing rights, health care, airline security, safety issues, and pension benefits are just a few examples.

We do not need a contract in order to unite and involve ourselves with elected officials who can make changes in our favor. We do not need a contract to unite and approach management to make changes that favor both the company and the employee. We just need to unite. Our work on helping to pass the "airport rage" bill is a great example of just that.

While working on these issues

through our union we are also building support to be able to get to a union vote and ultimately a union contract. Until that time we must realize that only by standing together with your fellow employees can you hope to keep benefits you still have, restore the benefits you lost, and address key concerns in the workplace, like working conditions, outsourcing, and the erosion of benefits.

Unlike the Employee Advisory Council and Agent Advisory Board, our union does not limit participation or what issues we can deal with. All agents are encouraged to get involved and our officers and executive board are all current or retired agents who want to ensure we have a voice on the job like the other work groups. Get involved in your future by joining your union and assisting with getting us to another election to be able to win bargaining rights.

May Transportation Day of Action Well Attended

This past May thousands of transportation workers marched on Washington DC to put an end to Federal policies that put profits ahead of safety and security and corporate needs ahead of workers.

26 Unions, including the AFA/CWA, told Presidential candidates that they are holding them accountable for correcting the problems caused after years of neglect and partisanship in the Bush Administration.

Hundreds of thousands of workers lost jobs, pensions and health care while CEO's and senior executives gorged themselves with outrageous compensation packages.

Airlines dumped more than \$12 billion in pensions on the government and there are still more than a hundred thousand airline employees without real retirement security.

Some of the demands are

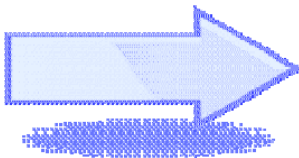
Appoint individuals who support workers' rights to national labor boards, such as the National Mediation Board (NMB) which oversees labor issues and union elections in rail and airline industries.

Protect and defend workers' pensions. 195,500 airlines employees lost their pension plans during the recent bankruptcies.

Support aviation legislation that ensures good jobs and honors workers' bargaining rights and the rights for employees to choose whether or not they want union representation.

For more information on what's happening with unions across the country go to: <http://blog.aflcio.org/> for more information.

INVITATION TO THE TABLE



The union groups have started to negotiate new contracts with the company. Although we didn't get to negotiate our concessions in 2003, we gave up more than our fair share. Pay and benefit cuts, understaffing, and loss of full time jobs are causing hardships. Without a voice things could get worse with the talk of airline consolidation in the U.S.

We did our part in helping the company get back to profitability and feel that it is only fair that management meet with our union to discuss retuning some of the things we gave up.

Not only do we want our share for our part in keeping American Airlines from bankruptcy, we want a union election without company interference. The money we gave back shouldn't be spent to bust our union

Dear Mr. Arpey,

Please reserve a seat at the bargaining table for the 12,000 agents at American Airlines. We want representatives from our union, CWA Local 6001, to meet with your or your bargaining team to discuss our concerns.

APPETIZER CHOICE:

- Return my 10 sick days per year.
- Return my shift differential.
- Return my lost vacation time.
- Other: (write in)

DINNER CHOICE:

- Return my 10 holidays at 2.5 x pay.
- Maintain max pay at 11 years seniority.
- Regular cost of living increases.
- Other: (write in)

DESSERT CHOICE:

- Unlimited CS privileges.
- A union election with NO company interference. Don't spend my concessions money on another anti-union campaign.
- Other: (write in)

Name: _____ Office/Station _____

Check all that apply: (PLEASE PRINT INFORMATION)

- I want to join my union. I want to help us get to an election.
- Please add me to the APSA's mailing and email list.

Name: _____

Employee # _____ Location/Station: _____

Street: _____ Apt: _____

Urb. (Puerto Rico only): _____

City: _____ State: _____ Zip: _____

Phone: _____ Cell or Home (circle one)

Home Email: _____

Fill out the above postcard to R.S.V.P. your space at the table. Choose one item from each category. Tear out the postcard, fold it over, tape it and mail as soon as possible. The bottom part of the postcard will be used to update your information with the union.

Your Legal Rights to Form a Union under the Railway Labor Act.

Employees have the right to organize, and bargain collectively through representatives of their own choosing.

No carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice.

It shall be unlawful for any carrier to interfere in any way with the organization of its employees in an effort to induce them to join or remain or not to join or remain members of any labor organization.

No carrier, its officers, or agents shall require any person seeking employment to sign any contract or agreement promising to join or not to join a labor organization.

More information about the Railway Labor Act can be found at:
<http://www.nmb.gov/documents/rla.html>

Call us at 817-868-9933 if you wish to assist us in scheduling meetings for your station or reservations office. Agent involvement is crucial to our futures.



JOIN YOUR UNION TODAY AND HELP US GET TO ANOTHER ELECTION AND COLLECTIVE BARGAINING. CHECK OUT OUR NEW WEBSITE WHERE AN APPLICATION IS AVAILABLE AT :

WWW.APSA6001.ORG

ADD THIS EMAIL ADDRESS TO YOUR SPAM CONTRONLS TO BE SURE YOU RECEIVE UPDATES:

CWA4AA@sbcglobal.net