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June 3, 2015

BY U.S. MAIL and BY EMAIL TO apa@mcstephens.net
Captain Mark Stephens
Chairman, Seniority List Integration Committee
Allied Pilots Association
O'Connell Building
14600 Trinity Boulevard, Suite 500
Fort Worth, TX 76155-2512

In Re: Integration of Seniority Process For American Airlines/U.S. Airways
Pilots – Protection Of Interests of American Airlines Flow-Through Pilots

Dear Captain Stephens:

I am writing on behalf of the American Airlines Flow-Thru Pilots Coalition (“AAFTPC”).

On October 17, 2014, APA’s attorney, Edgar James, wrote to me stating: “I want to reiterate that we believe that the pre-merger American Airlines Pilots Seniority Integration Committee [“AAPSIT”] is dedicated to advocating zealously on behalf of all premerger American pilots. The chairman of that committee, Captain Mark Stephens, asks that you submit to him any brief or other written material that you wish to have considered by his Committee.”

It is our understanding that arbitration hearings on the seniority list integration arbitration are scheduled to start on June 29, 2015. At this point, however, we are unaware of the position of AAPSIT in the proceedings and cannot fully comment or submit materials for AAPSIT to consider. Accordingly, to respond to the issues, the AAFTPC needs the following information as to the seniority issues involved, including APA/AAPSIT’s positions and the positions of the other parties on the issues:

- 1.A. What are APA’s and AAPSIT’s positions—initial, interim or final—as to:
 - Reordering the existing AA pilot seniority list.
 - Defending the occupational seniority dates issued to AA Pilots under Supplement W Paragraph III. B, including AAPSIT’s position with respect to other parties’ desires to reorder the AA seniority list.

1.B. What is APA's and APPSIT's position on the criteria or adjustments to occupational seniority that will be used to dovetail the U.S. Airways pilots into the list and how that would occur? This would include any position as to:

- Placement of U.S. Airways Pilots on the seniority list relative to the existing seniority order.
- Seniority credit for time served at U.S. Airways and any regional subsidiaries.
- Seniority credit for time while on furlough (including furlough from U.S. Airways, AA or other carriers).
- Seniority credit for time served at American Eagle, Trans World Airlines, or other carriers.

1.C. What is APA's and AAPSIT's position as to seniority based on occupational seniority date, based on the date a pilot began working on the AA property ("date of hire") or based on classification date.

- One of the AAPSIT committee members stated that "Pilots will be credited for the time they are on the AA property." What was meant by this statement?
 - Currently, many of the AA pilots who obtained seniority dates under Supplement W have occupational seniority dates earlier than the dates they began working on the AA property because of being withheld at American Eagle for operational reasons, because of inclusion of the TWA Pilots on the list, and because of violation of Supplement W.
 - Is the reference to "credit" intended to indicate that pilots may have their seniority date on the integrated list determined by the date the pilots began working for AA rather than their existing occupational seniority date?
- Apart from the above statement, has APA or AAPSIT taken any position as to seniority in the final integrated list based on occupational seniority, date of hire or classification date?
- Whether a pilot's Length of Service ("LOS") for pay purposes will affect the pilot's placement on the integrated seniority list.

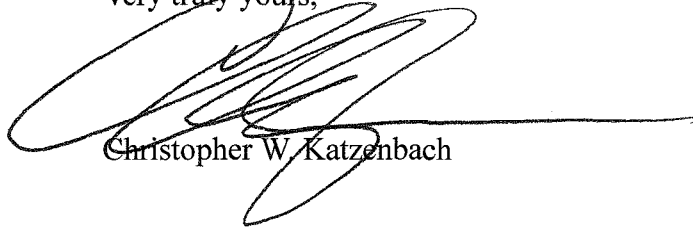
1.D. Please provide us a digital copy of the American Airlines, America West, and USAir pre-merge seniority lists, including the dates of hire and furlough periods for each pilot on these lists.

2. What is the position of the other parties to the arbitration as to placement on the integrated seniority list?

- What is the written position or positions of the other parties on how seniority should be determined and how a final integrated seniority list should be created? Can you provide us copies of any written statements that have been presented on this issue (including any statements of position that may have been introduced in the arbitration that determined who would be parties to the current arbitration process).
- If the other parties have not submitted written statements, to the best of your knowledge what are their positions on determining seniority and integrating seniority?

Thank you in advance for your prompt attention to this matter. Please call or email me if you have any questions or require any additional information.

Very truly yours,



Christopher W. Katzenbach

I have authorized the request for the information sought in this letter. I further authorize providing the requested information to Christopher W. Katzenbach.

Greg Cordes, AA Pilot # 146514

2. What is the position of the other parties to the arbitration as to placement on the integrated seniority list?

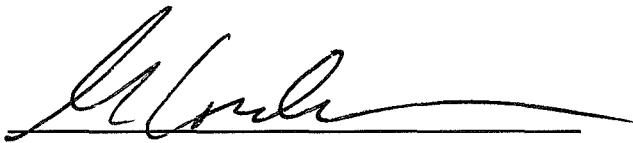
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Greg Cordes, AA Pilot # 146514