

To:
Allied Pilots Association BOD

Re: Length of Service Furlough Credit LOA

Gentlemen,

I am an LAX based 777 First Officer and I have a few questions for you regarding the APA's intent with respect to the LOS restoration proposal now being floated:

1. Are the Legacy AA Pilots that transferred to AA under the terms of the AA/APA CBA, Supplement W, (Flow-Through Pilots) going to be included on APA's list of pilots to receive LOS adjustments?

If the answer to the above question is "no" then:

2. Are the pilots who were released from TWA LLC before before transferring to AA, slated to receive LOS adjustments?

3. Are the pilots that transferred to AA after being released from TWA LLC and who were then afforded jobs flying as RJ Captains at American Eagle Airlines going to receive LOS adjustments including the time that they flew at American Eagle?

4. Are Legacy AA pilots that accepted voluntary stand-instead furloughs from AA going to receive LOS adjustments?

5. Are any Mid-Atlantic pilots included in this new LOS agreement and are any of them receiving LOS adjustments or payments under this agreement?

On examining the language of the Letter of Agreement it is evident that the APA The Board of Directors, individually and collectively, is once again adopting a selective negotiating position that purposefully and knowingly excludes, and thereby damages, the former American Eagle pilots who had contractual and arbitral rights to transfer to American Airlines with full seniority as far back as 1999.

Length of Service (LOS) restoration was not included in any previous AA/APA Collective Bargaining Agreements so the current negotiations

to enhance earnings and income cannot be structured to benefit just a chosen sub-group of the American Airlines pilots. For the APA Board of Directors, individually and collectively, to not use these extraordinary negotiations to correct and restore the earnings and income of all American Airlines pilots is a negligent failure to represent the interests of all American Airlines' pilots equally and fairly.

The LOS issue is about restoring career expectations so that pay more closely matches occupational seniority. That is, the pilot who has committed to AA as shown by his/her occupational number is rewarded for that commitment in pay determined by LOS. This also means that pilots are equally treated for general fairness, morale and employee relations purposes.

The word "furlough" is just a label that has been used capriciously and incorrectly in the context of defining what occurred to the various groups of AA Pilots. The real issue is career expectations that were damaged. The TWA-LLC pilots had career expectations at AA even if they never flew at AA before being furloughed from TWA-LLC; they had no career expectations at TWA-LLC, only at AA; the FTPs had similar expectations. If one group deserves to have their expectations rewarded, so does the other. The word "furlough" has nothing to do with the frustration of career expectations arising from 9/11 but simply describes one manner in which some of those expectations may have been frustrated. It is like saying right-handed pilots get LOS and left-handed ones do not, when both suffered the same frustration in moving to AA and advancing their careers accordingly.

6. So, the big question for AA and moreover APA is: "Is it the goal to create a permanent subclass of pilots – the FTPs – who will always be on a "B" scale and will always be treated as second-class pilots who do not deserve the same treatment or career expectations as other pilots?" And, if so "WHY?"

Thank you in advance for your response.

F/O Greg Cordes
AAFTPC