

September 16, 2014

F/O Greg Cordes
AA Flow-Thru Pilots Coalition
info@aaflowthrupilots.org

Allied Pilots Association BOD
14600 Trinity Blvd, Suite 500
Fort Worth TX 76155

Re: Pay Parity for AA Pilots that transferred to AA from American Eagle Airlines via Supplement W of the AA / APA Collective Agreement

Dear APA BOD member,

IF NOT NOW – WHEN?

A bit of history

11/8/2001 AA / TWA Merger

1st time Pay Parity Language for Flow-Through Pilots should have been included in merger agreement, but instead:

AA / TWA Supplement CC negotiated and signed. Material changes made to the function of Supplement W, that should have been with ALPA EGL's agreement. Instead Supp. CC terms were imposed. 400+ TWA Flow-back pilots (far more pilots than have ever flowed-through to AA), who had never even worked for AA, came to AE taking the highest-paying CRJ Captain slots. APA ensures, even though it is not part of Supplement W, that these TWA pilots are paid at the 18-year Captain pay scale. Hundreds of AE pilots are displaced, downgraded, furloughed, many going bankrupt. TWA Flow-back pilots are granted full LOS at AA for all time spent at TWA and American Eagle. Flow-Through pilots are then delayed in transfer for 10 years or more as AA has to work through assimilating TWA pilots minus their former aircraft and routes that were shed. Despite having more than 20 years with AMR Flow-Through Pilots now lowest paid pilots on AA property, many paid much less than TWA pilots who are far junior to them.

12/29/2012 – AA/ USAir Merger

2nd time Pay Parity Language for Flow-Through Pilots should have been included in merger agreement, but instead:

AA / USAir MOU negotiated and signed. USAir pilots given full LOS for time spent at USAir and other carriers that they transferred from, and receive 35% pay raises. No mention of FTP pay parity, even though all of the FTPs started at AMR more than 20 years prior, and transferred from their former carrier to AA as well. The FTPs now on 2nd-7th year pay while pilots hired at America West or USAir, years after many Flow-through pilots already had AA seniority numbers, are on 12th year pay.

Fall 2014 – The Joint Collective Bargaining Agreement Negotiations.

This is the last chance that Pay Parity for Flow-Through Pilots can be meaningfully included and achieved. Anything else will be too little, too late. The APA has demanded and secured LOS for every other pilot group that has ever transferred to AA from any other airline and they have the opportunity to do so now for the AA Flow-Through Pilots.

Years ago my father worked alongside Capt. Nick O’Connell in founding the APA. I remember him spending countless hours on union work. He said to me later, as I was involved in union work for the ALPA, that as a union representative it was always important to do the ethical and right thing, even if it did not serve you at that time. The APA is faced with one of those decisions now.

One of a labor union’s most basic functions is to ensure their members are paid fairly and equitably. The BOD, is at a critical juncture, where they must now either rigorously pursue securing pay parity for the AA Flow-Through Pilots, or forever face the fact that under their charge, they allowed a once great pilot union to intentionally fail to represent their fellow AA Pilots even when their duty as elected APA representatives clearly mandated that they should have.

Now is the time for the APA BOD to do the right thing.

Sincerely

FO Greg Cordes
AA Flow-Thru Pilots Coalition