

National Officer Address – June 10, 2020

(Julie Hedrick)

Hello, I'm Julie Hedrick, APFA National President.

(Larry Salas)

Hi, I'm Larry Salas, APFA National Vice President.

(Josh Black)

Hi, I'm Josh Black, APFA National Secretary.

(Erik Harris)

Hey, I'm Erik Harris, APFA National Treasurer.

(Julie Hedrick)

Over a very short period, the aviation industry has been decimated by the outbreak of COVID-19. As this situation continues to unfold, Flight Attendants are showing up for work despite the many unknowns facing us today. In addition to being aviation's first responders, we are also essential workers.

Because of the sacrifices that all of us have made at every airline that makes up American Airlines, we intend to fiercely protect our contract and our members every step of the way. Life as we know it has changed, so we must be vigilant in protecting our profession.

(Larry Salas)

Our first order of business has been and continues to be to protect the health and safety of you and your family. Without that, nothing else matters. We have consistently advocated for seat blocking near Flight Attendant jump seats, relocation for Flight Attendants on double jump seats and enhanced aircraft cleaning after every flight. When it comes to safety, our work is not complete. We have dedicated people here looking out for all of us. We would like to personally thank those at APFA who have made our health and safety their number one priority.

(Julie Hedrick)

We have placed an intense focus on Capitol Hill and will continue to do so. On April 1st, day one of this administration, we began collaborating with TWU-556, representing Southwest Flight Attendants, and AFA-CWA to solidify our message to Congress concerning the CARES Act legislation. We made it clear that aviation workers need to remain connected to their pay and benefits while airlines navigate through the devastating loss of demand caused by the pandemic.

(Josh Black)

We are aviation's first responders, we are essential workers, and as such, we should be treated and protected appropriately. While we were able to secure a mask requirement for everyone onboard, this requirement is not enough. We will continue to push for the development of

science-based safety procedures to limit the transmission of COVID-19 and ensure safety and consistency across the industry. We encourage you to stay connected and tuned in as we navigate through these changes. Your calls to Congress have made all the difference.

(Erik Harris)

Over 11,000 of our members have taken one of the various leaves or early retirements offered, and many have already requested leave extensions. We cannot downplay the severity of our situation. This fall, without a significant return in customer demand, we anticipate a continued overstaffing situation. Your APFA leadership has explored every option to process our bid runs equitably.

As a result of the staffing overage, bidding for schedules has been a significant challenge for all of us. This month we have 6,300 lineholders. To illustrate this massive change in block hours, last June we had approximately 21,000 lineholders systemwide. The company has encountered significant roadblocks due to programming limitations, costs, and time constraints. There is not enough flying time available for everyone, and that problem will continue for the foreseeable future. We will continue to press the company to manage these staffing overages with future leaves and early retirement packages.

(Julie Hedrick)

We will continue exploring all options and will work to find creative solutions to preserve Flight Attendant jobs. Our pledge to you is transparency and honest communication and we urge management to do the same, as far in advance as possible.

Thank you for your support, your emails, and words of encouragement. You have our commitment to work to protect you to the best of our ability. We look forward to seeing you at the bases in the future.

Until then...

(Larry Salas)

Please take care of each other.

(Josh Black)

Protect yourselves.

(Erik Harris)

And fly safely.

End.