



Employees have Contributed \$15 BILLION to AMR's Bottom Line Yet Executives Still Demand More

With the Aid of the Government (Specifically the NMB and the Bankruptcy Courts) AMR Now Plans to Extort More from Employees

We say it's Time to Fight Back!!!

As we head into Chapter 11 (Reorganization), it's important to know that employees still have many options available, and that APFA can take many directions in protecting members and addressing their concerns.

Historically the bankruptcy courts have been hard-hitting on employees while simultaneously being sympathetic to the very executives that instigated the bankruptcy filing. While it's typical that employees will be stymied from being able to take any strike action against the employer in bankruptcy, that doesn't mean that employees can't fight back effectively.

There's a great deal of money and politics involved in bankruptcy so it's important that employees have a solid plan for dealing with bankruptcy without relying on the government and the courts to protect their interests.

As AMR's three labor unions jockey to protect their members' interests, we want flight attendants to know that the **We-Want-Our-Money-Back** Slate has assembled a team of professionals ready to work with us to decisively move forward. These include a top-notch bankruptcy law firm, a general legal counsel, and a nationally renowned labor strategy firm.

Because we spent eight years fighting AMR in Federal Court over the 2003 Restructuring Agreement, we have eight years of court documents that will help us assure that AMR's executives will not be able to back-peddle from what they told the courts in 2004.

To reiterate, AMR admitted that there was no bankruptcy threat in 2003. The \$1.8 billion demanded annually from employees was nothing more than an arbitrary figure taken directly from a 2001 report (pre-9/11) done by AMR comparing American's labor costs with those of U.S. low-cost carriers. **This was an effort by AMR to align American's employees with those of low-cost carriers – PERIOD. The 2003 Restructuring was about changing American's business model, not saving the airline from bankruptcy!**

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