



## We're Almost There...

To keep it in pilot terms, after five years of negotiations, we are on our final approach and not far from Decision Altitude. As we near the end of bargaining, the big question is: are you prepared to make the decision when we get there? In my opinion, we'll get one approach and if it's not what we expect when we get there, we're off to the alternate. I want to make sure you know what to expect. For some, you may see something completely different than expected. For others, the realization of where we are is more apparent.

Both negotiating committees have been working practically non-stop the last three months, including four weeks of intensive offsite sessions. In fact, we're going out of town again next week in an attempt to wrap up a deal.

We haven't shared many details because instead of handing formal proposals across the table, we created "supposals" that enabled both sides to get a peek into the interests of the other side without passing a formal proposal. It provided an opportunity for open and creative discussions without concern or appearance of placing a stake in the ground. The process was beneficial and provided a lot of out-of-the-box thinking. However, lingering in supposal mode can only last so long.

To take the process to the next step, the company began taking the supposals and turning them into proposals. They are now real positions and real contract offers. I know you have a lot of questions about our future and many believe the direction of our company is based on the outcome of this contract. If that's true, it's important that you have ample opportunity to review and understand the current proposals.

Under the company's proposals, will you have more scheduling flexibility? Yes. Are you going to work harder? For most, maybe; for some, absolutely. Will the reserve system be better? Definitely. Will there be sequence protection and a sick incentive program? Yes. Will your pension still be there? You bet. And under the company's proposals, potentially better because of an A Plan choice. In fact, a [new pension proposal](#) was recently passed. It maintains the commitment to our pensions and ensures that we continue to have one of the best pilot retirement plans in the industry.

In order to provide an easy way to understand where the company is coming from, AANegotiations.com has been updated. Since we are approaching an important decision point, this website can be your up-to-date access on the status of the company's proposals. As each one is posted, an accompanying summary sheet will provide background and reasoning for the proposal. You'll see comparators and information that should assist you in understanding the positions.

Take a look, decide for yourself, and let your reps and chiefs know how you feel. When we get to the DA, it's going to be a tough decision for some of you. This has not been a normal approach. You've endured a lot over the last decade and our airline is trying to survive. I want to make sure that you have everything you need to make a sound decision. Keep checking the website as things will be posted as we progress over the next week or so.

Thanks for all you do.

Jim