



Preliminary Integrated Seniority List

May 2, 2016

American Airlines Passenger Service Employees:

With the merger of Legacy American Airlines (LAA) and Legacy US Airways (LUS), the Passenger Service seniority lists at LAA and LUS must also be merged, or integrated.

LAA and LUS entered into a Seniority Integration Letter of Agreement (LOA) with the CWA-IBT Association in November 2015. **A copy of the LOA is available [here](#).** The LOA details the process for the fair and equitable integration of the LAA and LUS seniority lists.

The LOA established two (2) seniority integration committees: a LAA committee with two (2) committee members to represent the interests of LAA Passenger Service Employees and a LUS committee with two (2) committee members to represent the interest of LUS Passenger Service Employees.

The seniority integration committees had six (6) meetings, with multiple days per meeting, over the course of four (4) months to integrate the seniority lists in accordance with the LOA. **The Preliminary Integrated Seniority List is available on our web site.** Each Passenger Service Employee should review their place on the Preliminary Integrated Seniority List as soon as possible. Under the LOA, a Passenger Service Employee is entitled to challenge their place on the Preliminary Integrated Seniority List on the basis of any of the following: (i) an Employee's Passenger Service Seniority date (PAX) and/or Date of Hire Seniority date

(DOH) has not been calculated correctly, or (ii) an Employee has not been placed on the Preliminary Integrated Seniority List in accordance with the LOA. Please refer to the LOA for the definitions of PAX Seniority and DOH Seniority and the method of the integration. For LAA employees, what is known as Company Seniority date translates to DOH Seniority and what is known as Employment Seniority date translates to PAX Seniority.

The LOA requires that a Passenger Service Employee must submit a written challenge to the seniority integration committees within thirty (30) calendar days of the publication of the Preliminary Integrated Seniority List. In other words, for a challenge to be considered, the seniority integration committees must receive the written challenge within thirty (30) calendar days of the date of this cover letter. It is your responsibility to make certain that the seniority integration committees received your challenge. It would be helpful if you were to include the following information in your challenge: your name; employee number; employment with LAA and/or LUS; your seniority dates on the Preliminary Integrated Seniority List; and where you believe you should be on the Preliminary Integrated Seniority List, and why.

The challenge must be submitted to the following e-mail address: appeals@american-agents.com; or to the following mail address:

*Marjorie A. Krueger
Administrative Director
Communications Workers of America
1370 Washington Pike, Suite 407
Bridgeville, PA 15017*

The seniority integration committees will attempt to resolve any timely submitted challenges. If the seniority integration committees fail to agree to a resolution, a Passenger Service Employee's challenge, along with any other unresolved Passenger Service Employee challenges, will be submitted to arbitration.

After resolution of any challenges, whether by the seniority integration committees or an arbitrator, the seniority integration committees will publish a Final Integrated Seniority List. The Final Integrated Seniority List will be delivered to and implemented by the New American.

If you have any questions, please do not hesitate to contact the seniority integration committees at their e-mail address: appeals@american-agents.com.

In Unity,

LAA Committee Members:

Richard Shaughnessy, CWA

Marie Raquel, IBT

LUS Committee Members:

Todd Vallin, CWA

Brian Nicoll, IBT