

99.47% Strike Vote

WE ARE READY TO STRIKE

APFA Strike Handbook

 **Association of
Professional
Flight Attendants**

APFA.org/Strike
806-4STRIKE

A Message from Your APFA Leadership

Since our contract became amendable in 2019, Flight Attendants have played a significant role in keeping American Airlines afloat. We came to work during the darkest days of the global pandemic to move medical professionals and supplies to all corners of the globe while risking our health. We played a vital role in securing three rounds of the Payroll Support Program, which ensured American Airlines' solvency when Passengers stopped flying. We faced furloughs, staffing cuts, onboard physical violence, and the implementation of a draconian attendance policy. We are now doing more with less. **In short, there would be no American Airlines without us.**

Meanwhile, our senior management established an incentive program to reward themselves for successfully navigating the pandemic, which included bonuses of up to 60% of their salary. American's Board of Directors rewarded CEO Robert Isom with a 2023 compensation package totaling \$31.4 million, a salary at the top of his industry comparators. While the Payroll Support Program language stated that airlines could not use taxpayer bailout money for management pay increases or bonuses for a certain period, American wasted no time rewarding our CEO the minute that restriction expired. Not surprisingly, Flight Attendants, the largest unionized workgroup at American Airlines, and the group that spends the most time with our customers, have yet to see an industry-leading economic offer from this handsomely rewarded management team.

Unionized workers across industries and occupations have shown that strikes and the threats of a strike work. Airline employees are no different, and **We Are Ready** to do what is necessary to secure deserved improvements. In August 2023, 99.47% of American Airlines Flight Attendants authorized APFA Leadership to call a strike if necessary. We are preparing to ensure we receive our fair share, just like management has ensured their salaries, incentives, and bonuses are industry-leading.

We are resolute in our solidarity. Like our Union Siblings across the country, we will not stand by any longer and watch management reward themselves lavishly while Flight Attendants languish for over five years. APFA Flight Attendants have the backing of the entire Labor Movement, and we are ready to "push it" all the way to the picket line to secure an industry-leading contract that recognizes all our sacrifices.

This strike handbook outlines procedures for striking American Airlines, and what to expect if a strike is called. Take time to familiarize yourself with your responsibilities should APFA Leadership call for a strike. Carry this strike handbook in your flight bag until we achieve a ratified contract. Begin your personal preparations now.

A strike is a significant and serious undertaking that requires all Flight Attendants to present a unified stand against management. Your APFA Negotiating Committee will not present a tentative agreement that does not address the current economic environment, acknowledge your sacrifices, and compensate you retroactively for management delays while they reward themselves.

Official APFA communications will be your source of information leading up to and during any potential strike activity (hotlines, APFA text messages, and calls from the APFA Strike Command Center).

The key to any successful strike is our solidarity, and we are unified. We have worked incredibly hard to get here. Our fight has the attention of the traveling public, elected officials, and the media. We have not and will not back down. We will not accept less. We will not let management divide us using typical union-busting tactics leading up to and during a strike.

Flight Attendants are ready to do what is necessary to secure the contract we deserve. Now is the time for each of you to prepare for a strike. Your APFA Leadership, Contract ACTION Team Members, and the Strike Command Center are here to support you throughout this process.

Together, we will win this fight.

 Reese Cole Negotiator	 Susan Wroble Negotiator	 Kelly J. Hagan Negotiator	
 Timothy Legeros Negotiator	 Brian Morgan Negotiator	 Wendy Oswald Negotiator	 Joe Burns Lead Negotiating Attorney
 Julie Hedrick National President	 Larry Salas National Vice President	 Josh Black National Secretary	 Erik Harris National Treasurer
 Kelli Powers BOS Base President	 Scott Hazlewood CLT Base President	 John Pennel DCA Base President	 Amber De Roxtra DFW Base President
 John Nikides LAX Base President	 Christian Santana LGA Base President	 Randy Trautman MIA Base President	 Dray Howard ORD Base President
	 Tracey Montanari PHL Base President	 Robin Agee PHX Base President	

Introduction

This American Airlines Flight Attendant Strike Handbook is a resource in the event APFA members engage in a strike. This handbook will provide you with resources and information prior to, during, and after a strike occurs. Additional information and resources may also be found at [APFA.org/Strike](https://apfa.org/Strike).

Your handbook will provide you with important phone numbers, online resources, how to prepare for a strike, actions to take in the event of a strike, and strike options afforded to us under the Railway Labor Act (RLA).

A successful strike requires preparation. **Visit [APFA.org](https://apfa.org) now to update your:**

- **Personal email address**
- **Phone number**
- **Mailing address**

It is crucial your information is up to date. Try logging in. If unsuccessful, update your password. For questions call the Strike Command Center at 806-4STRIKE.

Our Solidarity is key to any successful negotiations and strike. It is up to each of us to remain engaged and prepared for a strike.

Keep this booklet with you whenever you go to work so that you're prepared when a strike is called. If a strike is called, you are required to participate. You will be considered a **SCAB** if you fail to participate.

How We Got Here

January 2019:
Commenced Negotiations

December 2019:
Contract Amendable

March 2020:
Negotiations Paused
Due to COVID

August 2021:
Resumed Negotiations

June 2023:
Mediated Sessions Start

August 2023:
99.47% "YES" Strike
Authorization Vote

November 2023:
First Release Request Denied

January 2024:
Second Release Requested

March 13, 2024:
Status Conference with National
Mediation Board

May 23-24 & May 28-31, 2024:
Intensive Negotiations with
National Mediation Board (NMB)

Resources

Strike Command Center (SCC)

806-4STRIKE

EAP Contact Information

Preparing for and participating in a strike can be physically and emotionally taxing. For EAP assistance, please contact:
(833) 214-2002

Visit [APFA.org/Resources/EAP](https://apfa.org/Resources/EAP) for additional EAP resources.

Company Intimidation Reporting

[APFA.org/ReportAA](https://apfa.org/ReportAA)

SCAB Reporting

[APFA.org/SCAB](https://apfa.org/SCAB)

State Unemployment Information

Contact your state unemployment office to see if you're eligible for unemployment benefits during a strike. Laws vary by state.

United States Embassies and Consulates

A full list of US Embassies around the world can be found at:
www.USEmbassy.gov

Base Contact Information**

	Base Strike Coordinators	Base Leadership
BOS	Anna Myers - 682-301-8511	Kelli Powers - 603-661-5297 Nicole Tennenbaum - 727-600-0141
CLT	Krissy Pereira - 469-962-2506 Andrew Alcaraz - 469-962-2503	Scott Hazlewood - 412-860-0601 Frank Cagle - 850-712-0176
DCA	Dylan Shaw - 682-301-8472 Gina Fowlkes - 682-292-5848	John Pennel - 724-513-0131 Dianne Britton - 724-544-6979
DFW	Courtney Hartley - 682-292-5855 Adiel Zarate - 682-292-5874 Corin Cuevas - 682-301-8508 Jesse Boyd - 682-301-8059	Amber De Roxtra - 682-422-7179 Amy Green - 972-696-9766
LAX	Evelyn Konen - 682-301-8459 Liz Lozada - 682-301-8474	John Nikides - 310-751-6605 Lisa Bales - 323-877-1795
LGA	Jenna Lloyd - 682-301-8530 Emily Vanvleck - 682-301-8509 Kassie Iwinski - 682-301-8545	Christian Santana - 347-546-0703 Nathanael Reynoso-Jiminez - 347-842-5877
MIA	Alba Toledo - 682-301-8549 John Radaker - 682-254-6711	Randy Trautman - 954-924-4774 Heidi Morgan - 703-919-1665
ORD	Alyssa Kovacs - 682-301-8515 Katrina Fraley - 682-254-6712	Dray Howard - 630-215-8410 Justin Patterson - 509-720-0067
PHL	Kai Kamolz - 682-301-8543 Jackie Zepeda - 682-301-8455	Tracey Montanari - 330-622-3444 John Pratt - 302-830-0314
PHX	Alana Billingsley - 682-254-6713 Mindy Julian - 682-254-6714	Robin Agee - 480-238-2303 Secorra Flowers - 602-551-8116

****For the most up-to-date APFA contacts, scan this QR code.**



Glossary of Terms

BACK-TO-WORK SETTLEMENT

An agreement between the Union and management that specifically pertains to the end of a strike. A back-to-work settlement can resolve many strike-related issues, thereby returning APFA members to work and the airline to normal operations.

IMPASSE

The point when the NMB, with the advice of the mediator, determines that the parties are no longer making progress toward an agreement. In other words, one or both parties are unwilling to make further movement toward an agreement.

IMPOSED WORK RULES

When the 30-day “cooling-off” period expires, management, if it has complied with its bargaining obligations under the RLA, may impose rates of pay, benefits and work rules proposed by management and bargained-over by the parties. The imposed changes may stay in effect until the parties negotiate a new agreement.



INTERMITTENT STRIKE

This is a term describing a strike targeted to specific flights. For example, an intermittent strike could occur on a certain day and target only certain flights.

LOCKOUT

A lockout occurs when a company decides to prevent workers from coming to work or “locks them out.” The company can shut down its operations completely, or it can hire temporary workers to fill regular employees’ positions.

During a lockout, the company cannot hire permanent replacement workers. If the company could hire permanent replacements after initiating a lockout, it would be, in essence, forcing employees out of work whether or not they wanted to strike. There is legal uncertainty whether a company can engage in a lockout under the RLA. American has threatened to shut down the airline in order to pit other work groups against the labor group threatening a strike. For example, in 1993, American reservation agents were told that they would be laid off in the event of a Flight Attendant strike. Instead, there was confusion and massive, mandatory overtime. There are tremendous costs associated with actually shutting down the airline, such as unemployment benefits for involuntarily laid-off employees, and the maintenance costs of preparing the aircraft to be parked, which escalate the longer the aircraft is to be parked.

MEDIATOR

A neutral, third party who facilitates talks between the parties in a labor dispute. Unlike an arbitrator, a mediator does NOT make judgment about the merits of either side’s case. The NMB mediators assigned to our case are Eva Durham and Jack Stephan.

MEDIATION

In the RLA, the period in negotiations when the National Mediation Board assigns a mediator to help resolve the dispute between the union and the company. This process can go on for many months. The NMB decides whether to end mediation and when this should occur. Under the RLA, the Board does so when it concludes that efforts to reach a voluntary agreement through mediation have failed and an impasse is then declared.

NATIONAL MEDIATION BOARD (NMB)

The federal agency comprised of three appointed board members. This board administers the RLA.

“PERMANENT” or “TEMPORARY” REPLACEMENT WORKERS

The company may be able to legally hire “permanent” or “temporary” replacements. However, once the strike is called off, no further hiring can be done until all the striking workers have been recalled. As vacancies occur, the strikers are recalled in seniority order, and return to their seniority as if there had been no interruption. The rights of returning strikers with regard to “permanent” replacements may also be addressed in a back-to-work agreement between APFA and the company at the end of the strike. If the company hires temporary replacements during a strike, these SCABs are offered no assurance of continued employment after the strike ends. They must be displaced to make room for returning strikers.



PRESIDENTIAL EMERGENCY BOARD (PEB)

Under the Railway Labor Act, if the NMB determines the labor dispute threatens “substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service,” the President of the United States may then decide to create a Presidential Emergency Board (PEB). Creation of a PEB temporarily stops a strike, a lockout or other forms of self-help for up to 60 days. It does not end the right to strike. The emergency board, usually made up of professional arbitrators with experience in labor disputes, has 30 days to issue its recommendations for settlement of the dispute. After the emergency board reports to the President, the parties to the dispute have another 30-day “cooling-off” period to consider the recommendations of the emergency board and to reach an agreement. If either party rejects the recommendation and if no agreement is reached by the end of this “cooling-off” period, then the parties, once again, may engage in self-help. Although rare, at this point Congress can pass legislation to resolve the collective bargaining dispute.

PROFFER OF BINDING ARBITRATION

Once an impasse is declared, the NMB must offer binding arbitration to both parties. This is an offer for both parties to submit all outstanding issues to a neutral arbitrator, with the arbitrator’s decision being final, binding and incorporated into the contract. If either party declines this offer, the NMB then releases the parties into a 30-day “cooling-off” period. APFA believes that the terms and conditions of employment for American Airlines Flight Attendants should be determined through a collective bargaining agreement, not by an outside party, and has no current intention of accepting binding arbitration.

RAILWAY LABOR ACT (RLA)

The federal law that governs labor relations in the airline and railway industries.

RIGHTS OF STRIKERS, INCLUDING PROBATIONARY FLIGHT ATTENDANTS

You cannot be fired or disciplined for exercising your legal right to strike. Under the law, probationary Flight Attendants have these same rights.

SCAB

A SCAB is someone who crosses the picket line to go to work during a strike. A SCAB is someone who puts their own short-term interests ahead of the long-term interests, benefits and protection of the Flight Attendant work force. By crossing a picket line, SCABs help management oppress Flight Attendants and withhold decent wages and benefit increases. SCABs cause their co-workers undue hardship yet profit from others' perseverance. Although an official SCAB list was not published after the 1993 strike against American Airlines, it remains official APFA policy to make known to the membership the name of all APFA members who cross an APFA picket line. Additionally, Article VII, Section 1.C of the APFA Constitution, provides for the filing of internal Union charges against any member who willfully acts as a strike breaker.

SELF-HELP

The legal actions that can be taken by either party at the end of a 30-day "cooling-off" period to bring economic pressure to bear on the other party to achieve an agreement. For the Union, self-help may include a full-scale strike, intermittent strike, more limited strike activity or other related job actions. The action may be taken immediately after the end of the 30-day "cooling-off" period or delayed for a period of time. If management is able to engage in self-help, it may include imposing work rules. It is possible that management may attempt to hire replacements for striking employees. Negotiations between the parties can continue, by mutual consent, during this time.

STATUS QUO

The period of time before strike actions are called when business continues as usual. During this period, "self-help" or rogue actions are punishable. It is important to follow the instructions given as they are put in place as a protection.



STRIKE

An action taken by union members to withdraw and withhold services from a company. A strike can be called for a set duration, can be unlimited or can be intermittent. The APFA membership voted, by a margin of 99.47%, to authorize a strike. The APFA Board of Directors can subsequently empower the APFA National President to call a strike, if necessary.

STRIKE DEADLINE

The date set by APFA that a strike or intermittent strike will occur if an agreement is not reached. This date will be sometime after the 30-day "cooling-off" period ends.

SUPER MEDIATION

Intense negotiations generally take place between the parties with the help of the mediator and generally one member of the NMB during a 30-day "cooling-off" period. The NMB usually gives the parties one last chance to reach an agreement before the 30-day "cooling-off" period expires.

TEMPORARY COURT-ORDERED INJUNCTION

A court order forbidding or calling for a certain action. AA and other airlines have recently obtained injunctions in certain instances to force employee groups to fly overtime, return to work from alleged sickouts, or to stop other alleged illegal work actions. Any order from the courts must be obeyed unless and until it has been set aside.

TENTATIVE AGREEMENT

A contract agreed to between the APFA and American Airlines' negotiating teams. It is tentative because it must be ratified by the APFA membership.

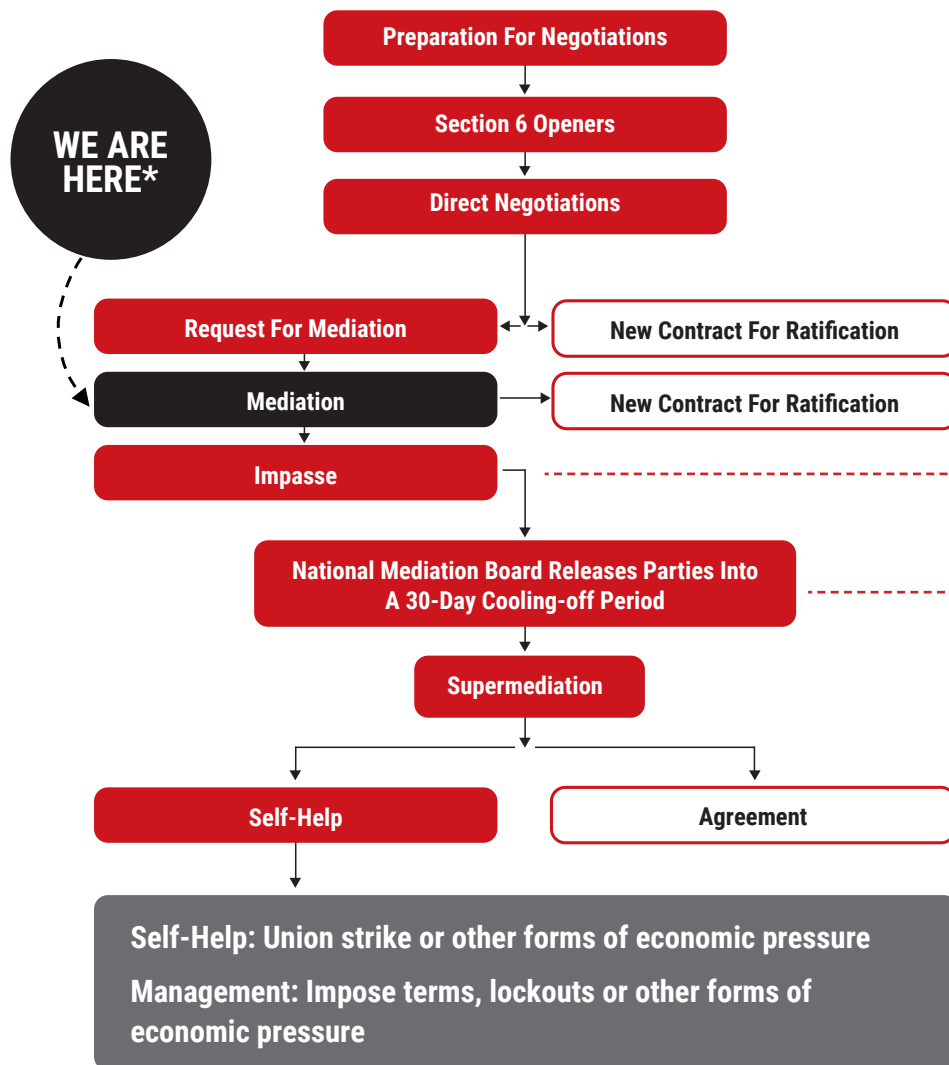
30-DAY "COOLING-OFF" PERIOD

The 30-day period following failed mediation that by law, must precede "self-help." The 30-day "cooling-off" period is designed to increase pressure on both parties to reach a tentative agreement.



Negotiations Process Under the Railway Labor Act (RLA)

Steps of the Railway Labor Act (RLA) negotiations process including safeguards that help overcome bargaining stalemates.



*Current step at the time of printing.

Proffer of Arbitration

If either party declines arbitration, the parties are released into a 30-day Cooling-off period.

Presidential Emergency Board Option

If the NMB determines the dispute substantially threatens essential transportation, it notifies the POTUS who may establish a PEB.

PEB Established

If the POTUS establishes a PEB, the PEB has 30 days to investigate and submit recommendations to settle the dispute to both parties and the POTUS.

The parties may choose to accept the recommendation, reject and continue negotiations, or, after 30 days from the PEB report, exercise Self-help, unless Congress steps in and takes action.

30-Day Cooling-Off Period

PEB NOT Established

If a PEB is not established after the Cooling-off period concludes, either party may exercise Self-help, meaning that the union may strike, and the company may implement new terms of employment.

Why Do Workers Strike?

In the past year, the strike has been revived! Workers across the U.S. went on strike to demonstrate their outrage and fight corporate greed. By striking, workers withhold their labor, forcing the employer to reach an agreement.

Strikes and the threat of strikes WORK!

Strikes are a way for workers to leverage their collective power to bring attention to their grievances and negotiate with their employers for better working conditions, wages and treatment.

In 2023, workers across the country made major gains by striking their employers.

UAW workers at U.S. auto manufacturers struck their employers in waves. As a result of these strikes, workers gained considerable wage increases, eliminated wage tiers, reinstated cost-of-living adjustments (COLA), created job security for the transition to electric vehicle manufacturing, and many other gains. Due to their solidarity and striking, UAW workers were able to receive industry-leading contracts without concessions.

Writers and actors represented by SAG-AFTRA and WGA made historic gains after striking studios who were unwilling to bargain. Workers gained protections against the use of artificial intelligence, outsized gains to residual formulas, and major wage increases.

Why is it more difficult for us to go on strike?

Auto workers and actors, for example, fall under the National Labor Relations Act (NLRA). Under the NLRA, contracts expire at the end of the contract's duration. Immediately after contracts under the NLRA expire, workers are able to exercise their right to strike.

The RLA was established in 1926 and airline workers were added in 1936 to provide a process to settle dispute that threaten essential transportation.

Airline workers, on the other hand, fall under the Railway Labor Act (RLA). Under the RLA, contracts become amendable, and we must undergo a series of steps to be released to strike.



Phase 1: Obtaining Release & 30-Day Cooling-off Period



Proffer of Arbitration

When the NMB believes that further mediation efforts will not result in an agreement, it issues a proffer of arbitration, which is an offer to the parties to arbitrate any remaining issues. If either party rejects the proffer of arbitration, the NMB will release the parties from mediation into a 30-day cooling-off period. **It is APFA's stance that arbitration is not an option in these negotiations as the terms and conditions of employment for American Airlines Flight Attendants should be determined through a ratified collective bargaining agreement, not by an outside party.**

30-Day Cooling-off Period

If a proffer of arbitration is rejected by either party, a 30-day cooling-off period begins. During this period, neither Union nor management can engage in self-help actions.

Super Mediation

During the 30-day cooling-off period, the parties will continue to negotiate in a format known as "super mediation." These mediated negotiations are more intensive and involved in an attempt to reach an agreement during the 30-day cooling-off period. This mediation is facilitated by the NMB.

Either party may enter self-help any time after the initial 30-day cooling-off period ends if the President of the United States does not establish a Presidential Emergency Board (PEB).

Presidential Emergency Board (PEB)

The President of the United States may establish a Presidential Emergency Board (PEB) of the NMB to investigate and issue a report regarding the dispute. The PEB can make non-binding recommendations to attempt a settlement. PEBs are 30 days in duration. If no agreement is reached during the PEB, an additional 30-day cooling-off period is issued, and super mediation continues.

Can I engage in my own version of "self-help"?

No. Self-help would be considered any action that harms the company's revenue stream prior to an official strike announcement. It is critically important that each member not engage or promote non-Union sanctioned activities.

Any rogue actions by any member could interfere with negotiations and potentially put their job at risk. These include, but are not limited to:

- Calling for the stoppage of credit card sales
- Calling for others to increase their write-ups of mechanicals
- Encouraging others to not pick up trips from TTS/UBL or to call in sick
- Using phrases such as "Work to Rule"/Know Your Contract"



What to Expect from Management During Phase 1



Prior to a strike deadline, American Airlines management may attempt the following:

- Reassure the traveling public that their travel plans will not be impacted.
- State their intention to shut down the airline rather than let the Flight Attendants take control of the airline's schedule with intermittent strikes. This may be a tactic by the company to have the government step in with a possible Presidential Emergency Board extension to the cooling-off period.
- Negotiate directly with the Flight Attendants to sidestep negotiating with the Union. Expect management to use tools such as Facebook live events, meetings with inflight crew managers and messages from company leaders. It is important to send a clear message to the company that they need to negotiate directly with the Union. "My Union speaks for ME."
- Publish employment opportunities for hiring Flight Attendants in the event of a strike. They may go as far as to state that Flight Attendant positions will not be there for striking Flight Attendants to return to in the event of a strike. This is not true.
- Use intimidation tactics such as fictitious anti-Union newsletters and social media posts and pages to confuse Flight Attendants on the outstanding issues.

It is important to remember that under the Railway Labor Act (RLA), we will only be able to strike after a 30-day cooling-off period has expired. During this time, it is critically important to remain up to date on the status of negotiations and where we are in the process of a release to strike.

Phase 1 Checklist

Below are some tasks you should complete within the next few weeks to prepare for a potential strike. Completing these tasks will ensure that you're prepared for when we receive a release from the National Mediation Board (NMB).

Update Your Contact Information with APFA Immediately

- ☑ Ensure you can log onto the APFA.org website. Reset your password, if needed, and store the password in a safe place.
- ☑ Once logged into APFA.org, ensure your address, phone number(s), and personal email address are correct.

Financial

- ☑ Consolidate high-interest debit/credit cards to lower interest accounts.
- ☑ Apply for "Union-friendly" credit cards that have provisions concerning payments in the event of a strike.
- ☑ Reconsider "big ticket" items in the event of a strike.

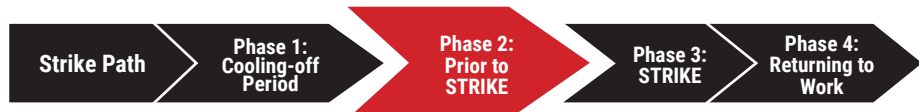
Stay informed

- ☑ Review the APFA website daily for updated information at APFA.org/Strike.
- ☑ Stay informed by reading APFA hotlines. Subscribe for APFA hotlines at APFA.org/hotline/hotline-subscription.
- ☑ Follow APFA on social media outlets: Instagram (@apfaunity), Twitter, and Facebook.

While at work

- ☑ Refrain from any discussion with passengers regarding the strike or making any negative remarks about American Airlines
- ☑ Wear your Union-issued red lanyard, red pins (above the wings) and use your bag tags to show solidarity with your fellow flight attendants.

Phase 2: Prior To Strike



After exhausting all efforts to reach an agreement, (Phase 1) APFA will call for a strike.

Do we automatically go on strike after the 30-day cooling-off period ends?

No, please stand by and wait for the communication from APFA. A strike can be called at ANY TIME after the 30-day cooling-off period ends. APFA leadership will decide the type of strike, the commencement date, and the duration of a strike. APFA members have already authorized the Union to call for a strike with the historic strike authorization vote in August 2023 (99.47%).

How will I know if we are on strike?

Once a strike is called, you will receive immediate and ongoing notifications via APFA hotlines, APFA text messaging system and phone calls from the Strike Center. **Therefore, it is important to have your information updated on APFA website.**

Can I engage in my own version of “self-help”?

No. Self-help would be considered any action that harms the company’s revenue stream prior to an official strike announcement. It is critically important that each member not to engage or promote non-Union sanctioned activities.

Any rogue actions by any member could interfere with negotiations and potentially put their job at risk. These include, but are not limited to:

- Calling for the stoppage of credit card sales
- Calling for others to increase their write-ups of mechanicals
- Encouraging others to not pick up trips from TTS/UBL or to call in sick
- Using phrases such as “Work to Rule”/Know Your Contract”

Can I be fired or replaced if I participate in any strike actions?

No, you cannot be fired for engaging in a legal strike action authorized by the Union. However, APFA does NOT condone violence against or harassment toward anyone for any reason. All members must always conduct themselves in a professional manner, including during a strike. Any inappropriate behavior could result in termination.

What are “permanent” or “temporary” workers?

Under the RLA, management can put in place “permanent” and “temporary” replacement workers during a strike. If management uses replacement workers, they must complete the FAA-required training for American Airlines Flight Attendants before they can work on AA aircraft.

A “permanent” replacement is hired to fill a vacancy with no indication that the job or assignment will terminate once the strike is ended. “Permanent” replacement workers must have completed training and taken a revenue trip or have completed an initial operating experience (I.O.E.) before the end of the strike to qualify as an “employee” under the Railway Labor Act. “Temporary” replacement workers are given no assurance of continued employment beyond the duration of the strike.

Will I be fired if I go on strike and I’m on probation?

No. All members, including those on probation, have a legal right to strike under the provisions of the Railway Labor Act. You cannot be fired or disciplined for striking. All members, both off and on probation, will be expected to participate in any strike called by the Union. In addition, per Section 21.A.1, the probationary period cannot be extended unless on a non-pay status for more than 16 days.

What is a SCAB?

When an employer calls in outside replacement workers or when a worker betrays their co-workers by crossing a picket line, they undermine the power of the strike by allowing business to continue as usual, leaving only the workers to suffer the consequences.

A SCAB is someone who crosses the picket line and goes to work during a strike. Under APFA's Constitution Article VII, Section 1.C, a SCAB, also called strikebreakers, may be fined, suspended, or expelled from the Union. Those who have SCABbed in the past have found their SCABbing has ostracized them from the Flight Attendant community for their flying careers.

A SCAB is also someone who purposely takes a leave of absence or uses sick/FMLA (medical SCAB) to avoid going on strike.

To report a SCAB, fill out a SCAB Report by going to **APFA.org/SCAB**.



Types of Strikes



Flight Attendants have different styles of strikes available to put pressure on management.

1. Full-on Strike

All Flight Attendants would withhold their services until the company agrees to an agreement. All Flight Attendants are expected to be on strike at base and on layovers at the same time until notified by APFA that the strike is over. Full strikes could have a limited duration. If you are on company property when a strike is called, leave the premises and join the picket line.

2. Intermittent Strikes

An intermittent strike is a calculated tactic orchestrated to apply pressure on management and keep them guessing at every turn. These strategic work stoppages come in various forms, each designed to disrupt operations. Intermittent strikes can happen anywhere, at any time. We may choose to strike by:

- Base
- Non-base city (on layover or outstation)
- Specific flight(s)
- Departure time(s)
- Specific aircraft type

If your flight is impacted, you will receive direct communication from APFA's Strike Command Center with further instructions. (Please be sure to update your information on the APFA website.)

When will we know what type of strike APFA is planning?

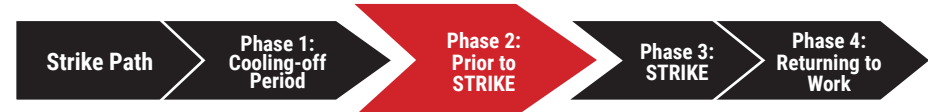
Members won't know the type of strike action until the last minute. The key to any successful strike is to keep management guessing what the Union and their members will do next. The RLA gives the Union discretion on what actions they can take. Be assured, you will be well informed when it comes time to strike and what is expected of you.

All Flight Attendants should prepare to go on strike. Use the resources provided in this book and APFA.org/Strike. The sooner we plan for a strike, the less stressful it will be.

APFA will notify you when strike actions are called. A strike might not be called immediately after the cooling-off period has concluded.



Examples of Flight Attendant Strikes



American Airlines Flight Attendants' Full-On Strike of 1993

On November 18, 1993, more than 90% of 21,000 American Airlines Flight Attendants walked off the job in solidarity for a fair contract, just days before the busy Thanksgiving travel holiday. The walkout disrupted holiday travel plans for over 200,000 travelers each day. Five days into the walkout, President Bill Clinton announced that American Airlines and APFA agreed to binding arbitration to resolve the dispute.

Alaska Airlines Flight Attendants' Intermittent Strike of 1993

During the Alaska Airlines intermittent strike, 24 Flight Attendants struck seven flights over a nine-month period without notice to management. Management had a variety of approaches when attempting to respond to their strikes. Some of the Flight Attendants were held out of service with pay and allowed to return to service weeks later. Other Flight Attendants were told they were permanently replaced, but were brought back from the recall list a few weeks later before the Union could litigate the legitimacy of their use of replacements. Finally, Alaska management suspended a group of intermittent strikers and told them they would be held out of service without pay until the strike was over. The courts ruled that these latter suspensions were illegal and ordered Alaska Airlines to reinstate those Flight Attendants with back pay.

Phase 2 Checklist

APFA will inform you when we obtain a release into a 30-day cooling-off period. Below are tasks you should complete during the cooling-off period to prepare for a strike.

While at Work

- ☑ Remove all personal belongings from AA property, such as luggage stored in Ops.

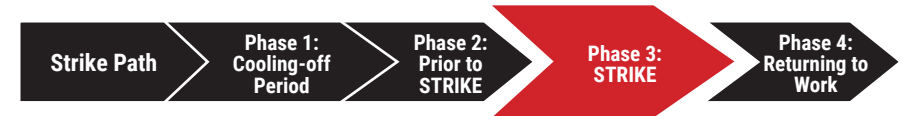
Medical

- ☑ Schedule medical/dental appointments prior to the strike deadline.
- ☑ Fill or refill a 90-day supply of prescription medicine.

Travel

- ☑ Communicate with individuals on your travel privileges prior to strike deadline and make travel plans accordingly. Assume your travel benefits will be turned off.
- ☑ Download apps for hotels, shared rides, etc., should you be away from home and called on to strike.
- ☑ Assume your travel benefits will be turned off when we strike. Explore options for your return home if you have a layover and are called upon to strike. (Excluding non-rev, AA20, ZED travel, reciprocal cabin jump seat)
- ☑ If flying internationally, ensure you have all pertinent information for U.S. embassies and consulates. This information can also be found at APFA.org/Strike.

Phase 3: During Strike! Full-On Strike



Boarding:

If boarding has commenced when the strike is called, use the following PA to request that passengers deplane. **DO NOT VIOLATE MIN CREW REQUIREMENT!**

“We regret to inform you that American Airlines management has failed to reach an agreement with the Flight Attendants. We are now forced to withdraw our services. We are very sorry for the inconvenience American Airlines has caused. Please gather all of your personal belongings and deplane at this time. An agent will be available to answer your questions.”

Should any member of management confront you, assert your legal right to strike without hesitation:

“My Union has called a strike and I am exercising my legal right to strike.”
If management persists, remind them that “interfering with my legal right to strike is against the law.”

Do not engage in debate or arguments and withdraw from the conversation.

Inflight:

If you are actively working a flight at the time the strike commences, complete your duties only up until the next landing point.

- **DO NOT** discuss your intention to strike with the passengers.
- Upon deplaning all passengers, exit the aircraft and leave the company premises without engaging with management. Ensure your crew stays together.
- Upon arrival, **DO NOT VIOLATE MINIMUM CREW REQUIREMENT!**

You are not obligated to contact management to inform them you are on strike.

Should any member of management confront you, assert your legal right to strike without hesitation:

“My Union has called a strike and I am exercising my legal right to strike.”

If management persists, remind them that “interfering with my legal right to strike is against the law.”

Do not engage in debate or arguments and withdraw from the conversation.



On Layover:

Please be sure to get each other's contact information in event of strike. Your crew is your support during this time.

Domestic Layover (including Puerto Rico and U.S. Virgin Islands):

Do not report to the airport to work. You will need to leave your company-paid hotel room at your originally scheduled report time. If management or crew scheduling attempts to contact you, you are not obligated to answer the call or respond.

Make plans to get home. Coordinate with fellow crewmembers at your location to arrange alternative accommodations and transportation, such as other airlines or rental cars. Collaboration in sharing expenses and resources will be necessary to help Flight Attendants return home.

On a layover/sit in a foreign country* (excluding only Puerto Rico and U.S. Virgin Islands):

Your strike will begin when you land on U.S. soil. If you continue to work after your flight lands on U.S. soil, you will be considered a **SCAB**.

**Mexico and Canada are considered foreign countries.*



Training:

If you are attending training when a full-on strike is called, gather all belongings, leave the premises immediately. Should any member of management confront you, assert your legal right to strike without hesitation:

“My Union has called a strike and I am exercising my legal right to strike.”
If management persists, remind them that “interfering with my legal right to strike is against the law.”

Do not engage in debate or arguments and withdraw from the conversation.

Collaborate with fellow classmates to arrange alternative accommodations or transportation.

If you are scheduled for training, **DO NOT** attend training when a strike is called.

CQ and New Hire Instructors:

You are expected to join the picket line and strike with your coworkers. If you do not join, you will be considered a SCAB.

Off-duty / On a Day Off:

If a full-on strike is declared and you are off duty, do not go to work or set foot on company premises for any reason aside from actively participating on the picket line.



Vacation and Personal Leaves (Educational, Cadet Program, etc.):

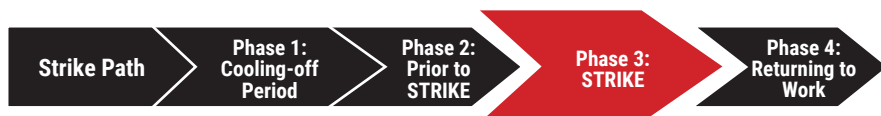
Based on prior experience, management will most likely cancel all personal leaves and vacations prior to a strike deadline. Management will attempt to contact anyone on such leave or vacation by all means possible. Please contact local strike coordinator to join the pick line. You do not need to contact management to inform you will be exercising your legal right to strike.

REMEMBER!

If you are intimidated by a member of management to work, document the incident by obtaining the individual's name and employee number. Report the incident at **APFA.org/ReportAA**. For additional support, contact the APFA Strike Command Center at **806-4STRIKE**.



Phase 3: Intermittent Strike



Intermittent strikes are designed to make it difficult for management to deploy replacement workers by using the element of surprise.

On Duty When an Intermittent Strike is Called (at Base or on Layover):

If you are chosen to participate in an intermittent strike action, report to your flight as usual. Just before boarding, tell the agent that the flight will not be operating. The Union will give the company notice at approximately the same time. Stick with your crew and gather your bags and leave the aircraft and leave the gate area all together.

Should any member of management confront you, assert your legal right to strike without hesitation:

"My Union has called a strike and I am exercising my legal right to strike."
If management persists, remind them that "interfering with my legal right to strike is against the law."

Do not engage in debate or arguments and withdraw from the conversation.

If you have not been chosen to participate in an intermittent strike action, work your flight as scheduled.

Off-duty/On a Day Off When an Intermittent Strike is Called

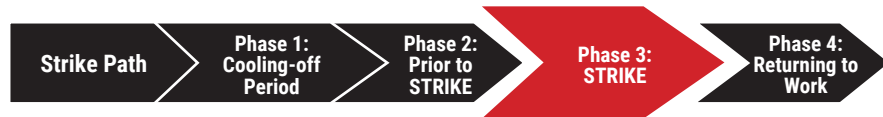
In the case of an intermittent strike, while off duty, remain fully connected through APFA communication channels. Remember, for an intermittent strike, only APFA Leadership will know which flights will be part of the strike actions. You may be called upon to strike American Airlines in the future.

Join the picket line and offer support.

After you have informed management you are on strike, make plans to get home. Coordinate with fellow crewmembers at your location to arrange alternative accommodations and transportation, such as other airlines or rental cars. Collaboration in sharing expenses and resources will be necessary to help Flight Attendants return home.



Phase 3: During Strike!



Leading up to and during a strike, American management may attempt the following:

- Portray tactics by the Union as illegal.
- Attempt to intimidate Flight Attendants into crossing picket lines and erode the unity of the Flight Attendants.
- Attempt to bargain directly with APFA members to break solidarity. This may include town halls, Facebook lives, and direct communications such as emails or phone calls.
- Hire SCABs to replace Flight Attendants.
- Lock out employees from being able to access the workplace or IT systems (including Crew Portal, Jetnet, etc.)
- Impose work rules. This may include wages, benefits, scheduling rules, or any other provisions they deem necessary.
- Offer incentives, such as transfers, extra pay, bonuses, etc.
- Launch a PR/communication campaign to garner sympathy for the company with the traveling public, especially our most frequent fliers. This may include remarks about what management is offering at the bargaining table.
- Collect your ID / EFB. If requested to turn these items over, ask for a receipt. Document the date, time, and name of the individual who collected the items.

There is no limit to the intimidation tactics that management may use to garner sympathy for the company and portraying Flight Attendants as unreasonable. **It is important to remember that Solidarity is our greatest strength.**

Can the company interfere with my pension if we go on strike?

No. Once you've met the qualifications to receive your pension, the company cannot interfere with your ability to receive your pension as a result of striking. AA is legally bound to fund the pension plan for Flight Attendants with a frozen pension. Additionally, management cannot freeze pension payments to those that are retired and receiving payments.

Flight Attendants currently drawing from the PBGC pension will continue receiving those payments and will not be impacted by a strike.

Can I retire while we're on strike?

Under the current company policy, you do not have to be active to retire.

I have an account with the AA Credit Union, can management do anything to the accounts I currently have during a strike?

No, management cannot do anything to your accounts with the AA Credit Union. If the credit union office is on company property, do not make any attempt to go to the credit union, as that would be the same as crossing a picket line during a strike. This includes credit unions on airport property and AA headquarters (Skyview).



Phase 3: Checklist

Insurance, Travel, Benefits, Leaves & Retirement



- ✓ Please refer to each strike section for detailed actions depending on the strike type. If you have any questions, please contact the Strike Command Center.
- ✓ **NEVER VIOLATE MINIMUM CREW.**
- ✓ Please keep all interactions with passengers, agents and management professional.
- ✓ Stay together with your crew, and ensure you exchange each other's contact information before the start of the trip. This is a time for us to stand united and support each other.
- ✓ **DO NOT** use ID travel or non-rev while on strike to return home.
- ✓ **DO NOT CALL IN SICK.** That would be considered medical SCABbing.
- ✓ Join the picket line and offer support.



What happens to my insurance?

Your coverage will continue under COBRA. The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time.

Can I apply for COBRA?

A COBRA notice will be mailed to your address on file with AA. The employer has 45 days to offer you COBRA.

This enrollment notice may come directly from the employer or a **third-party administrator** AA may use to manage health insurance continuation. This notice will tell you how much COBRA insurance will cost and how to apply.

Can I call in sick instead of going on strike?

No. If you call in sick instead of going on strike (including FMLA), you will be considered a SCAB.

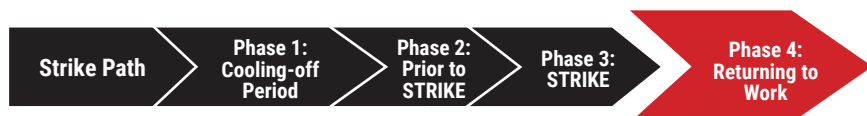
What happens to my travel benefits?

Expect that all travel and related benefits will not be available during a strike, including your travel companions, dependents and D3 travelers. This would include OAL travel on other airlines.

What will happen to my 401(k) or any 401(k) loans during a strike?

Your 401(k) will remain intact. Management does not have direct access to your 401(k) account. If you have any outstanding loans, you should contact Fidelity to make arrangements to continue payment on any 401(k)-related loans should we go on strike.

Phase 4: Returning to Work



No matter which strike strategy we decide to take, a back-to-work agreement will be negotiated between APFA and management after the strike has ended. There will be multiple possibilities depending on whether replacement workers are hired. All Flight Attendants returning to work after the strike have the right to reinstatement. All Flight Attendants will retain their seniority; however, depending on how long the strike lasts, seniority might not be accrued during the strike period.

If management hires replacement workers, the permanent replacement will have to undergo the required training to be qualified to fly. Under The Railway Labor Act, a temporary replacement will not guarantee employment after the strike ends.

Rest assured, there will be no new hiring until every single striking flight attendant has been respectfully and fairly recalled.

All agreements and information will be updated on the strike page and communicated via APFA hotlines.



Returning to Work after a Full-on Strike

Following any job action, a “back-to-work” resolves any and all strike-related issues, such as missed training and scheduled meetings with Inflight. It is important during that time to stay up to date with communications from APFA.

Please wait for notification from Crew Schedule for your next assignment, avoid initiating contact with scheduling which can cause confusion.

Returning to Work after an Intermittent Strike

After you have gone on strike for your selected flight, you should immediately inform Crew Schedule or a manager on duty that you are ready to work on any other flight that is not subject to an APFA sanctioned work stoppage.

“Hello, this is Flight Attendant _____. My Union has called a strike of _____ flight. I am exercising my legal right to strike that flight; however, I am willing to work any other flight not subject to a strike.”

If the company tells you they consider you “on strike” and refuses to allow you to work, contact APFA at 806-4STRIKE for further instructions.



Strike Preparedness

Before:

- Visit APFA.org to update your phone number, email and mailing address. Please reset your password, if necessary.
- **DO NOT** engage in self-help actions.
- Save money and consolidate debt.
- Stay informed. Read hotlines, follow APFA on Facebook, X, and Instagram @apfaunity.
- Wear your Union-issued red lanyards, pins, and display bag tags.
- Rearrange any necessary doctor visits.

During:

- Scan QR code on page 6 for for base strike coordinator contact info.
- All Flight Attendants can strike, including New Hires and Probationary Flight Attendants.
- Follow steps listed for the appropriate strike type (pages 28-37).
- If boarding when a strike is called, deliver appropriate PA (page 28).
- **DO NOT** violate minimum crew.
- You are not obligated to contact management to inform them you are on strike.
- Get contact information of fellow crewmembers at the start of a trip or on a layover.
- If on an International layover, your strike does not start until you land back on U.S. soil (Mexico and Canada are International).
- If on personal or vacation leave, management will cancel your leave and attempt to make contact. You do not need to answer the phone.
- Join nearest picket line, if possible.
- **DO NOT** call in sick.

Returning:

- A back-to-work agreement will be negotiated between APFA and AA.
- No new hiring will occur until all Flight Attendants who have been striking are recalled.
- All agreements will be communicated via APFA.org and hotlines.



Q&A

1. Why would I want to go on strike?

- A. Based on the Railway Labor Act, after five years of negotiations and not getting the contract we deserve, we are entitled to self-help after the 30-day cooling-off period. One of the effective self-help tools is to strike. This shows management we stand in solidarity and demand an industry-leading contract.

2. Will APFA and management still negotiate during a strike?

- A. Yes, if both parties agree to meet.

3. Why do we have to threaten to strike?

- A. Strikes are a way for workers to leverage their collective power to bring attention to their grievances and negotiate with their employers for better working conditions.

4. Will we bankrupt American Airlines if we go on strike?

- A. Robert Isom earned \$31.4 million, which is 1,162 times of new-hire flight attendant's yearly salary. Upper management received promotions and bonuses. American Airlines upgraded the catering facility, purchased 260 aircraft and established new headquarters. No, American Airlines will not go bankrupt if we go on strike. It is time to show American Airlines to invest in its front-line workers.

5. Are we ready for a strike?

- A. The **We Are Ready** (WAR) campaign was established in 2023, and membership overwhelmingly voted to authorize a strike (99.47%). This strike handbook will be your guide to prepare you for every phase of the process. We have established a strike page with all the necessary information and a Strike Command Center to assist you. Contact your local base Strike Coordinator to learn how you can get involved!

6. Who calls the strike?

- A. APFA membership voted in 2023 to authorize a strike (99.47%). After the 30-day cooling-off period, APFA leadership will communicate the commencement date of the strike and the type of strike via APFA hotlines, text messaging, and phone calls. Please be sure to have your information updated on APFA.org.

7. How will I be notified of a strike?

- A. APFA leadership will communicate the commencement date of the strike and the type of strike via APFA hotlines, text messaging, and phone calls. Please be sure to have your information updated on APFA.org.

8. How will I know what type of strike we are going to engage in?

- A. The strike type will be communicated via APFA hotlines, text messaging, and phone calls. Please be sure to have your information updated on APFA.org.

9. At the end of the 30-day cooling-off period, do we all just walk off the job?

- A. No, please stand by and wait for the communication from APFA. A strike can be called at **ANY TIME** after the 30-day cooling-off period ends. APFA leadership will communicate the commencement date of the strike and the type of strike via APFA hotlines, text messaging, and phone calls. Please be sure to have your information updated on APFA.org.

10. Can we wait to go on strike so that it coincides with a holiday like we did in 1993?

- A. Depending on when we are released and the strike strategy, it is possible. Please stay tuned for all the information in hotlines.

11. Is there anything we can do other than go on strike to put the company under pressure to settle?

- A. Please wear your red lanyard and WAR pin (above the wings) and display the "Ready to Strike" bag tag. Share the APFA social media graphics or information with your friends and family. Every picket we hold is a chance for media attention to get our message out. The louder our collective voices are, the stronger our solidarity is in pressuring the company to give us the contract we deserve.

12. What if a supervisor tells me there is no strike?

- A. The only official communication regarding the strike will be from APFA via APFA hotlines, text messaging, and phone calls. Please do not accept any information from management or social media. If you have any questions, please get in touch with the Strike Command Center.

13. What if a supervisor gives me a directive to go to work during a strike?

- A. If a strike has been called, please professionally inform your supervisor that you are exercising your legal right to strike, and interfering with your legal right is against federal law. **DO NOT** engage in arguments and withdraw from the conversation. Please get the supervisor's name and contact the strike coordinator/ center. Please **DO NOT** go to work, or you will be a SCAB.

14. Can I call in sick rather than go on strike?

- A. No. It is against American Airlines policy to call in sick; if you are not ill, you can be terminated for abusing the sick system. In addition, if you call in sick during a strike, you will be considered a medical SCAB.

15. Do I have to pay union dues when I'm on strike?

- A. The APFA Policy Manual Section 16.A.5 states "No dues obligation shall accrue for an APFA member for any month in which a strike action in which that member participates exceeds 14 days of that month."

16. Can I be fired for going on strike?

- A. No, you cannot be fired for engaging in a legal strike action authorized by the Union. However, APFA **DOES NOT** condone violence against or harassment toward anyone for any reason. All members must always conduct themselves in a professional manner, including during a strike. Any inappropriate behavior could result in termination.

17. I'm on probation, will I be fired for going on strike?

- A. No. All members, including those on probation, have a legal right to strike under the provisions of the Railway Labor Act. You cannot be fired or disciplined for striking. All members, both off and on probation, will be expected to participate in any strike called by the Union. You will have to strike or you will be a SCAB.

20. What if I'm on vacation or personal leave at the strike deadline?

- A. Based on past experience, management will most likely cancel all personal leaves and vacations before a strike deadline. Management will attempt to contact anyone on such leave or vacation by all means possible. Please get in touch with the local strike coordinator to join the pick line. You **DO NOT NEED** to contact management to inform them that you will be exercising your legal right to strike.

21. What if I'm on a day off when a strike is called?

- A. If the strike is declared, **DO NOT** go to work, or set foot on company premises aside from participating in activities on the picket line. You do not have to contact the company and inform them you are going on strike. Please join a picket line and offer support.

22. If I have a trip during the strike, what should I do?

- A. Again, if the strike is declared, **DO NOT** go to work or set foot on company premises aside from participating in activities on the picket line. You do not have to contact the company and inform them you are going on strike. Please join the picket line and offer support.

23. Will I get a missed trip if I go on strike?

- A. No. The company cannot punish you for exercising your legal right to strike. You will not receive any attendance and/or performance points for legally striking.

24. If I have a work trip during the strike and crew schedule calls to see if I plan to work, what do I do?

- A. **DO NOT** pick up the phone. Instead, plan on joining a picket line and offering support.

25. What if I'm on a layover when a strike is called?

- A. **DO NOT** report to the airport if you are on a domestic layover. You will have to leave the company-paid hotel. You **DO NOT** need to answer phone calls from crew scheduling or management. Coordinate with your crew to make plans to get home. Once you return home, please join a picket line, and offer support.

26. Will APFA pay for me to get home if I'm on a layover when a strike starts?

- A. There are no extra funds available for APFA to pay the travel expenses for all striking Flight Attendants. Please start saving up for the travel funds should you be away from home and called on to strike.

27. What if I'm in a foreign country when the strike is called?

- A. Your strike will begin when you land on U.S. soil. If you continue to work after your flight lands on U.S. soil, you will be considered a SCAB.

28. What if I'm in a U.S. territory and a strike is called?

- A. Puerto Rico and the U.S. Virgin Islands are considered domestic. Please coordinate with your fellow crewmembers to get home. **DO NOT** work on any flights or you will be considered a SCAB.

29. What if a supervisor meets me after I first arrive back into the U.S. and tries to make me work another flight?

- A. If a strike has been called, please professionally inform your supervisor that you are exercising your legal right to strike, and interfering with your legal right is against Federal law. **DO NOT** engage in argument and withdraw from the conversation. You will have support from APFA's Strike Command Center or the local strike coordinator.

30. Can I use my Passes and ID90 discount to get a ticket to go home?

- A. No. Based on past experience, please assume all your travel benefits will be revoked when we strike. You will not be able to access any employee travel benefits.

31. Can I be permanently replaced?

- A. Under the RLA, management can put in place permanent replacement workers during a strike. If management uses permanent replacement workers, they must complete the FAA-required training for American Airlines Flight Attendants before they can work on AA aircraft. All replacement workers will have to complete required training and taken a revenue trip or I.O.E before the end of strike to qualified as an "employee" under the Railway Labor Act. It will be impossible for American Airline to hire 27,000 replacement flight attendants in such a short time.

32. Can I lose my seniority if I go on strike?

- A. No, you will not lose your seniority. However, depending on how long the strike lasts, seniority might not be accrued during the strike period.

33. What is a PEB and how does a PEB affect our right to strike?

- A. The President of the United States may establish a Presidential Emergency Board (PEB) of the NMB to investigate and issue a report regarding the dispute. The PEB can make non-binding recommendations to attempt a settlement. PEBs are 30 days in duration. If no agreement is reached during the PEB, an additional 30-day cooling-off period is issued, and super mediation continues.

34. What happens to me if I cross the picket line and work during a strike?

- A. You will betray your co-workers by crossing a picket line; it undermines the strike's power by allowing business to continue as usual, leaving only the workers to suffer the sequences. As a SCAB under APFA's Constitution, Article VII, Section 1.C you may be fined, suspended, or expelled from the Union. Those who have SCABbed in the past have found their SCABbing has ostracized them from the Flight Attendant community for their flying careers.

35. How long will a strike last?

- A. The majority of Flight Attendants walked out in 1993, resulting in a five-day strike. Remember, solidarity is power; we must all strike to have the same impact as the last strike. There is no definitive answer as to how long the strike will last; therefore, please have a personal strike fund saved in case it goes longer than a few days.

36. What happens to my health, dental and life insurance when I am on strike?

- A. You have the option of continuing coverage. Please refer to the COBRA Questions and Answers section of this handbook for complete instructions.

37. Can I collect unemployment while on strike?

- A. Currently, only New York and New Jersey allow workers to collect unemployment while on strike. If you are based in those states, please seek more information on the state unemployment web page.

38. How will I know a strike is over?

- A. APFA will send out a hotline. If you have any questions or need verification, please contact the Strike Command Center.

39. How do I return to work after a strike?

- A. APFA will negotiate a back-to-work agreement with management. During that time, please stay up to date with official communications from APFA.

40. What do I say to passengers who ask about the strike?

- A. **DO NOT** initiate any discussion with passengers. When a strike is called, please see [Phase 3](#) for detailed information. Please remember all passengers will need to deplane to avoid a violation of minimum crew.

41. If APFA calls a Strike and I am on Reserve, do I still need to acknowledge my reserve assignment on Crew Portal?

- A. Please continue to acknowledge your reserve assignment on Crew Portal. You **DO NOT** need to notify management or crew scheduling that you are on strike.

How to show your support

- Wear your lanyard
- Wear your red pin above your wings
- Get your information from official Union Representatives
- Display your “Ready to Strike” Bag Tags
- Follow @APFAUnity on Instagram
- Visit the APFA strike page for sharable social media graphics





1004 West Euless Blvd.
Euless, TX 76040

Your APFA Strike Resource



APFA.org/Strike

Visit [APFA.org/Strike](https://apfa.org/strike) to stay informed and engaged.

Strike Command Center

806-4STRIKE

