



Card Drive: Quick Reference Guide

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Section 1: Introduction

AA Pilots for ALPA is offering the opportunity to make a collective decision for our careers: a vote for ALPA representation through a card drive.

AA Pilots for ALPA advocated for a merger between APA and ALPA. Unfortunately, after observing our in-house union's actions since the beginning of the process, we can only draw two conclusions:

1. Our in-house union cannot be trusted to honestly execute a merger process with ALPA.
2. Our in-house union does not want you to vote on ALPA representation.

If you are interested in an ALPA representation vote at American Airlines, then AA Pilots for ALPA needs you to do the following:

1. Print the "Showing of Interest Card" in this document, fill it out with an ink pen, and mail the card to our central collection point in Charlotte, NC. Any non-management American Pilot is eligible to sign a card, including those on probation, LTD, or any leave of absence. Neither management nor APA will know you signed a card.
2. Ask two of your fellow American Pilots to do the same.
3. Read this document, stay informed by joining our mailing list, follow us on any social media venues you use, and subscribe to our podcast for updates.
4. Invest in better representation financially or with your time.

Once we collect cards from a minimum of 50% +1 of all American Pilots, we will submit these cards to the National Mediation Board. The NMB will then run a proper election allowing every American Pilot to make an informed choice regarding ALPA representation. Any non-management American Pilot will be eligible to vote in this NMB-run election, including those on probation and LTD.

APA can still negotiate a merger with ALPA at any time, but they have proven they cannot be trusted to act honestly through this process. With that in mind, we will not cease our activities until the NMB runs a Representation Election or APA puts a merger agreement out for an American Pilot vote with an accompanying joint education campaign endorsed by both APA and ALPA leadership.

Do you want a clean slate? Do you want a new beginning? Do you want leadership you are proud to stand behind? Get informed, get engaged, and sign a card.

In Unity,
The AA Pilots for ALPA Organizing Committee

A "CARD DRIVE" UNDER THE RAILWAY LABOR ACT

01

SHOWING OF INTEREST

- ✓ Pilots mail "wet ink" signed cards to AA Pilots for ALPA.
- ✓ AA Pilots for ALPA submits the cards to the NMB after reaching a minimum of "50% + 1."
- ✓ NMB verifies validity of signatures.



02

NMB REPRESENTATION ELECTION

- ✓ The NMB conducts a Representation Election.
- ✓ Pilots can vote for APA, ALPA, Write-in Union, or No Union.
- ✓ 50% + 1 of eligible votes cast wins the election.
- ✓ If no 50% + 1 winner, then NMB conducts run-off for two highest.



03

TRANSITION TO ALPA

- ✓ American Pilots become ALPA represented overnight.
- ✓ ALPA promptly appoints temporary local representatives to form an American MEC.
- ✓ ALPA promptly conducts local elections so American Pilots can choose their representatives.
- ✓ APA becomes an organization that does not represent any pilots.
- ✓ APA must return remaining assets to American Pilots.



Section 2: Completing and Returning a Card

Who can complete and return a card?

All pilots, including probationary pilots can sign and return a card.

****WARNING****

UNDER NO CIRCUMSTANCE SHOULD YOU COMPLETE AND SIGN A CARD ON BEHALF OF ANOTHER PILOT

Why Sign a Card? The opportunity to vote on ALPA representation.

- The American Pilots deserve the opportunity to make an informed choice regarding ALPA representation. Unfortunately, our in-house union cannot be trusted to properly handle an APA-ALPA merger process.
- Signing a card does not commit the American Pilots to ALPA representation today. Signed cards from a minimum of 50% +1 of all non-management American Pilots, including those on probation, long-term disability, and leaves of absence, simply provides the opportunity for our pilot group to make an informed choice on this issue.
- Once sufficient cards are submitted to the National Mediation Board (NMB), the NMB will administer a proper election where every non-management American Pilot will have the opportunity to vote on ALPA representation.

Where do I get a card?

American pilots will receive an electronic copy of the card and instructions for completing and signing the card in their email inbox. If you have not received an electronic card, then double check the card has not been mislabeled “junk” in your email, print one from our [website](#), print one from the appendix of this guide, or request one from us at CardDrive@aapilots4alpa.info.

Base leads and volunteers will be available in your domicile to assist you with obtaining, completing, and signing cards. Additionally, pilots who are wearing the **GREEN** lanyards may also be carrying cards. **PILOTS ARE RECOMMENDED TO PRINT MULTIPLE CARDS AND CARRY THEM IN THEIR FLIGHT BAG.**

****WARNING****

DO NOT ALLOW A DISCUSSION REGARDING OUR LEGAL RIGHT TO SELECT OUR BARGAINING AGENT TO INTERFERE WITH CRM OR SAFE AIRCRAFT OPERATION.

A card is available in the appendix of this Quick Reference Guide.

How do I Complete a card?

1. Print your card from this guide, from our [website](#), or obtain a card from a pilot wearing a green lanyard.
2. Use a pen to legibly fill in the “Printed name,” “AA Employee Number,” “Position,” and “Date” fields and then sign the card. Your signature and date MUST be in wet ink (pen). In the position block, simply write-in “Pilot.”
3. Place in envelope with postage applied and send to the address listed below.

****WARNING****

CARDS RECEIVED ELECTRONICALLY OR COMPLETED ELECTRONICALLY WILL BE INVALID

Where do I send my card once completed?

Properly completed cards should be sent to:

AA Pilots for ALPA
PO Box 38509
Charlotte, NC 28278

****CAUTION****

PLEASE INCLUDE THE ABOVE ADDRESS AS THE RETURN ADDRESS AND INCLUDE PROPER POSTAGE TO ENSURE YOUR CARD IS RECEIVED

If you are collecting cards from fellow pilots during your trip, please ensure that they are protected and sent to the above address in a timely manner.

Where can I sign a card in person or ask other American pilots to sign cards?

The following locations are popular pilot congregation points in each of our bases:

BOS: KCM Checkpoint or airport exit escalators

CLT: Food court between terminals B & C

DCA: Employee bus exits, Dunkin Donuts

DFW: Terminals C & D, with D being focused based on departure times

LAX: Food courts and Ops.

LGA: LGA Moving walkways and escalators. JFK Ops, Escalator entry/exit. EWR: Food Court

MIA: MIA Customs, KCM, La Carretta & Ops. FLL & PBI at KCM and Ops

ORD: H/K connector, food court and K19 employee bus stop

PHL: KCM A & C and food courts after 1000

PHX: KCM, Ops. and A/C connector

CKA: Hotels after hours

Seek out pilots with **GREEN** lanyards and ask if they have signed a card and if they have a card for you to sign. If you are wearing a green lanyard, please carry blank cards with you during trips. Cards may be printed at home or on a layover in the hotel business center.

What Happens Next?

Once we receive properly completed cards from a minimum of 50%+1 of the pilot group, we will submit all cards to the National Mediation Board to conduct a Representation Election for an ALPA vote. You can help expedite the process by keeping multiple card printouts in your kitbag, encouraging your fellow pilots to properly fill out a card, and sending a properly completed card to us at the above address.

Section 3: Domicile Contacts

Each base will be comprised of a base lead and volunteers. Your respective domiciles base email distribution list address is below. Please contact your respective domicile with any questions.

BOS Email: bos@aapilots4alpa.info

CLT Email: clt@aapilots4alpa.info

DCA Email: dca@aapilots4alpa.info

DFW Email: dfw@aapilots4alpa.info

LAX Email: lax@aapilots4alpa.info

LGA Email: lga@aapilots4alpa.info

MIA Email: mia@aapilots4alpa.info

ORD Email: ord@aapilots4alpa.info

PHL Email: phl@aapilots4alpa.info

PHX Email: phx@aapilots4alpa.info

CKP Email: ckp@aapilots4alpa.info

Section 4: Volunteer and Support

How can I become a card drive volunteer?

Base leads have been provided with information of pilots in their domicile who have volunteered in the past or who have shown to be an advocate of a transition to ALPA. The base leads will be reaching out to these pilots soon. If you haven't expressed interest in volunteering in the past, and you would like to become a card drive volunteer in your domicile, reach out to your domicile's base lead by sending an email to your domicile's email distribution list and express interest. Additionally, you can indicate your willingness to volunteer by following [this link](#).

There are no titles needed to assist us: any pilot may ask another American Pilot to sign a card and then ship it to our PO Box. All American Pilots are encouraged to print off large quantities of cards and take them along on trips. As you see pilots in the terminals, you can respectfully approach them and ask them to sign a card. Once signed, you can return the card for the pilot, or the pilot can choose to send the card back to us on their own.

What volunteer positions are available?

Base Lead

Description:

The Base Lead will be the point pilot for the card drive operations in their respective domicile.

Key Duties:

- Direct the activity of the airport and phone tree volunteers in their respective domicile
- On-board and train new volunteers
- Report back to Organizing Committee leadership with local status and issues

Time Commitment: 3 or more days per month

Base Coordinator

Description:

The Base Coordinator will assist the Base Lead by overseeing either the Airport Go-Team or Phone-Tree volunteers in their respective domicile.

Key Duties:

- Assigned to oversee either the Airport Go-Team or Phone Tree volunteers in their respective domicile
- Assist the Base Lead with general card drive operations in their respective domicile
- Any other task assigned by the Base Lead

Time Commitment: 3 or more days per month

Airport Go-Team Volunteer

Description:

The Airport Go-Team Volunteer will be assigned time to be at their domicile and will be responsible for collecting cards, returning cards and answering pilot questions related to ALPA, a card drive and a merger.

Key Duties:

- Collect and return cards
- Utilize social media to alert pilots of your location in the airport and expected duration
- Answer pilot questions and concerns about a card drive

Time Commitment: One day per month

Pop-Up Volunteer

Description:

The Pop-Up Volunteer will be an In-airport volunteer on a reoccurring basis that will be responsible for collecting cards, returning cards and answering pilot questions related to ALPA, a card drive and a merger.

Key Duties:

- Collect and return cards
- Utilize social media to alert pilots of your location in the airport and expected duration
- Answer pilot questions and concerns about a card drive

Time Commitment: As available during airport sit time or immediately before or after a trip

Social Media Specialist

Description:

The Social Media Specialist will drive engagement with AAPilots4ALPA by making social media posts on multiple platforms and will be responsible for managing responses to inquiries about ALPA on the respective social media platforms.

Key Duties:

- Monitor multiple social media platforms for activity relating to ALPA, a card drive or a merger
- Respond in a timely manner to dispel any rumors before they gain traction
- Drive engagement by making posts on various social media platforms

Time Commitment: Flexible and based upon social media interest level

Phone Tree Volunteer

Description:

The Phone Tree Volunteer will reach out to fellow pilots to assess their level of support for ALPA, answer questions they may have about ALPA or a card drive and ensure pilots have a card available to mail in

Key Duties:

- Make calls to a small group of fellow pilots
- Respond to questions about ALPA and the card drive process
- Document which pilots are supporters, fence-sitters or opposed to ALPA
- Follow up with pilots who haven't submitted a card or those needing more information

Time Commitment: One day per month

How can I help financially support AAPilots4ALPA?

First, by completing the electronic card and sending it back to us and covering postage, you will alleviate a large financial burden. The organization will have to pay postage for every card that is completed and signed in person. Remember to review the instructions for properly completing a card. The **SIGNATURE** and **DATE MUST BE COMPLETED IN WET INK (A PEN)**.

In addition to covering the postage to send your card back, you can make donations at <https://donorbox.org/pilots-choice>.

Section 5: Frequently Asked Questions

AA Pilots for ALPA has received a lot of questions since early June regarding a potential ALPA vote. Here are some common questions and answers. If a pilot wants more information, then please refer them to [our website](#).

****WARNING****

IF YOU DO NOT KNOW THE ANSWER TO A QUESTION A PILOT ASKS YOU, THEN DO NOT ATTEMPT TO ANSWER IT. THANK THEM FOR THEIR INPUT, WRITE THEIR QUESTION DOWN, AND EMAIL CARDDRIVE@AAPILOTS4ALPA.INFO TO REQUEST MORE DETAILS.

What is the authorization for representation election card?

By signing a card, you are authorizing AA Pilots for ALPA to petition the National Mediation Board (NMB) to conduct a secret ballot representation election. When we receive a strong majority (minimum of 50% + 1) of cards from American Pilots, we will submit them to the NMB. Any non-management pilot, to include those on probation, LTD, or leaves of absence, are eligible to sign and submit a card. The NMB will review the cards for accuracy. The cards are kept confidential and never shared with management or APA.

If the NMB determines the cards are accurate, then they will conduct a secret ballot election to give the American Pilots an opportunity to vote on ALPA representation. The will of the American Pilots who choose to vote will determine the results. If a majority of votes are cast for ALPA representation, ALPA will be certified by the NMB as your exclusive collective bargaining representative under the Railway Labor Act.

What's the point of switching to ALPA if it's the same people in charge?

A card drive is a “gut renovation” of our representation that brings in the assistance of professionals rather than pilots. If a card drive is successful, then both the name of our union and the names around the table will immediately change.

All unions are the same! What will change if we join ALPA?

All unions are **NOT** the same. ALPA is significantly more robust in terms of resources and influence. A card drive is a “gut renovation” of our representation that brings in the assistance of professionals rather than pilots. If a card drive is successful, then both the name of our union and the names around the table will immediately change.

Why would we want more bureaucracy under ALPA than we have at APA?

Bureaucracy equates to accountability. Letting our in-house union operate autonomously has not worked out well for us.

Will ALPA National tell us how to conduct our affairs?

Our pilot group will still be free to chart our own course; ALPA simply provides us the tools to reach our goals in a more efficient manner than our discount in-house union can. ALPA is a bottom-up trade association that operates on an “Independence Plus” model that is pilot-driven and staff-supported.

Why would I want to pay extra dues?

You wouldn't put the cheapest tires you could find on your daughter's car before sending her off to college. The level of representation is everything to the value of your career. A contract is worthless if not enforced; ALPA has a much better track record of contract enforcement through the grievance process than our discount in-house union.

What happens in the transition to ALPA if a card drive is successful?

If a card drive is successful, then both the name of our union and the names around the table will immediately change with ALPA being the only certified pilot union on the AA property. APA will dissolve and return its remaining assets back to their owners: the American Pilots.

Why can't we just fix APA and hire more resources?

The benefit of scale enjoyed by ALPA can't be replicated on a smaller scale. Don't believe us? APA's own hand-picked Merger Exploratory Committee told our reps this. But our in-house union doesn't want you to have a vote on this matter.

What about ALPA at United? They seemed to struggle getting a contract this bargaining cycle.

Our in-house union just told us that United's Pilots changed the landscape. Several of our contractual gains in TA 2.0 are contingent on United ratifying their contract. Be sure to thank a United Pilot next time you see them for bringing our contract closer to industry standard.

What will happen to our assets that APA currently controls?

If we join ALPA via a Card Drive, then APA must return its remaining assets to the American Pilots after its dissolution in accordance with APA's Constitution and Bylaws. Several of your representatives lied to you in domicile blasts about what would happen to our assets in a merger. If we had MERGED with ALPA, then the merger agreement would have addressed what happens to our assets.

What will happen to APA's Staff?

ALPA will hire a staff to serve the American MEC after we join ALPA with a card drive. This staff would have to be interviewed by ALPA. Based on an analysis of prior mergers, if we had merged with ALPA, then the APA staff would likely have all been offered employment at ALPA. Unfortunately, our in-house union showed they cannot be trusted to negotiate a merger agreement given their dishonesty with the merger process. This leaves a card drive as our pilot group's only good-faith and legal option to have our voices heard regarding ALPA representation.

What will happen to APA's Benefits plans?

This is 100% up to APA.

Is there significant seniority list integration risk associated with being an ALPA carrier?

The APA BOD's hand-picked Merger Exploratory Committee assessed the downside risk in a seniority integration as an ALPA carrier to be largely the same as it is as an in-house union.

And what will happen if we merge with our regional carriers as an ALPA carrier?

Predicting a seniority integration process is a fool's errand. The APA BOD's hand-picked Merger Exploratory Committee assessed the downside risk in a seniority integration as an ALPA carrier to be largely the same as it is as an in-house union.

Why would I want ALPA to represent me when the TWA pilots won a lawsuit against them for a breach in their duty to fairly represent the TWA pilots in the AA-TWA merger?

ALPA made a mistake. APA has made several very costly mistakes. One example is the 45 million dollar fine for the Reno Sickout. The question we need to ask ourselves as a pilot group: which of these two unions will provide more value and job protection for our careers moving forward? The American Pilots need to have their voice heard on this critical business decision.

Why would I want to go back to ALPA after having such a poor ALPA experience at "Brand X?"

Everyone can find something to be unhappy with their union about. Having said that, ALPA has consistently outperformed APA in representing their members. The question we need to ask ourselves as a pilot group: which of these two unions will provide more value and job protection for our careers moving forward? The American Pilots need to have their voice heard on this critical business decision.

Is it true that ALPA supports scabs?

ALPA does not support scabs. ALPA's pilots determined it was in the best interests of the piloting profession to employ a process to bring some pilots who crossed picket lines back into ALPA membership.

Appendix: Blank Card

PAGE INTENTIONALLY LEFT BLANK

PLEASE PRINT CARD ON NEXT PAGE ON 8.5x11 PAPER

I want the Air Line Pilots Association, International to represent me at American Airlines, Inc.

Printed name: _____ Date: _____

Signature: _____ AA Employee Number: _____

Position: _____

.....DO NOT DETACH.....

How Do I Fill Out This Card?

- 1) Print this page.
- 2) **Using an ink pen**, fill in the fields of the card as follows:
 - a) **“Printed name:”** Legibly write your full name
 - b) **“Date:”** Legibly write today’s date
 - c) **“Signature:”** Sign your signature
 - d) **“AA Employee Number:”** Legibly write your AA ID Number
 - e) **“Position:”** Legibly write “Pilot”

Where Do I Send This Card?

- 1) Place the following address on an envelope as both the mailing and return address:

AA Pilots for ALPA
 PO Box 38509
 Charlotte, NC 28278

- 2) Place proper postage on the addressed envelope.
- 3) Place and seal this completed document into the addressed envelope with proper postage.
- 4) Mail the completed card to our central collection point