

# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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Mr. James C. Little  
Director-Air Transport Division  
Transport Workers Union of America  
1791 Hurstview Drive  
Hurst, Texas 76054

April 19, 2004

U.S. Mail and FAX  
Certified Mail

Dear Mr. Little:

This letter is to serve as an official response to the Transport Workers Union of America (TWU) of the intentions of the Aircraft Mechanic's Fraternal Association (AMFA) regarding your letter, dated March 23, 2004, challenging me, and TWU members supporting the AMFA, to debate. Your letter gives no opening to me to negotiate the terms of debate, dates, selections of neutral moderators, and the like so I am forwarding my thoughts and proposals for a series of debates with the hope we can come to some mutually agreed upon conditions rather than have you and the TWU International attempt to dictate in what forum, at what time, and with whom you will debate. I trust you, Jim, will have the integrity to work together with me to establish some effective criteria for such debates to take place so your American Airlines Inc. (AA) Mechanic and Related (M&R) membership feels you have done your best to effectively address the issues important to them in front.

As you are aware, Jim, the first debate request from me to Mr. Sonny Hall, TWU International President, was scheduled for January 17, 2004. This was a debate whose purpose would be to inform your membership prior to calling for an election. Of course, after this debate forum we at the AMFA would have proposed for debates to be conducted after the NMB declares sufficient interest has been shown and calls for an election. I still feel the two debates facilitate different functions for the membership and now believe the TWU International proposed debates fit neither function of pre-filing or pre-ballot debate.

To date, a challenge election, between, the AMFA, and, the TWU, at AA for the craft and class of mechanic and related employees, has not yet been called for by the National Mediation Board (NMB). This being the case I feel it is somewhat premature to schedule debates before an election is called for between the AMFA and TWU. Regarding your proposed debate dates of, April 21, 2004 and April 27, 2004 to be the only debate dates you propose I now state, for the record, I am opposed to these dates for the above stated reasons and AMFA will not participate in such a forum. As you and your legal staff are also aware the AMFAs cutoff date for filing of protests is April 22, 2004. Suffice it to say our organizers and staff have been busy with their primary mission of reducing the highly inflated AA M&R eligibility list and would rather debate after they have successfully reduced the inflated eligibility list. It is my sincere hope that after the NMB has called for an election you will reconsider your hastily contrived debate forum and

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work with me to schedule several debates throughout the AA system for AA M&R employees.

As an example, if we can agree to terms scheduled Saturday and Sunday debates for the overhaul bases; Tulsa, Alliance/Fort Worth (AFW), and Kansas City (MCI) might be better suited for purposes of membership attendance and participation. I am also proposing the debate schedule combine the Dallas Fort Worth (DFW) M&R employees with the AFW M&R employees for one debate with debates also scheduled for Miami, New York City (JFK/LGA), Chicago, San Francisco and Los Angeles. Jim, you certainly would want the most TWU members able to hear why they need stay with the TWU from you personally, wouldn't you?

With this in mind, you might also know that debates held just before an election takes place stay fresh in the minds of the memberships present at the debate and I feel confident that this scenario best suits the memberships needs for valuable, factual information prior to making such a momentous decision in their careers. Jim, your own membership has steadily communicated to AMFA organizers and the AMFA National offices their displeasure that you are seemingly attempting to once again stage a TWU International contrived and controlled media event instead of a true, honest debate between two rival unions. You and your public relations firm aren't planning some underhanded, childish event like showing up at your prearranged debates with a flag draped hearse or coffin as you did during our scheduled debate on January 17, 2004, are you?

Both you and I are aware of what transpired in January 2004 when the AMFA legitimately challenged your International President, Mr. Sonny Hall, or his designee, to a debate. Your International President did not even show me the courtesy of replying in writing to my request to debate. Instead, he chose to allow some un-elected "Team TWU" group to send their poorly composed challenge to the AMFA National offices without even formally addressing a copy directly to me. Of course, your group chose the middle of the week when the bulk of your Tulsa membership would be unavailable to attend or participate due to work schedules. I do not choose to participate in such contrived media events, but will be more than willing to work with you and your officers to participate in a legitimate series of debates.

Next, your offer to have TWU members debate each other closely resembles a debate that TeamTWU called for on January 15, 2004. Jim, as you and I both know, the debate between members has and continues to be held on the shop floors and hangars at AA and is why the AMFA filed for an election on behalf of the M&R employees at AA. To hold a separate debate forum might be unnecessary if you and I can come to some mutual agreement with regards to the composition of a debate panel. I prefer we adjust your initial offers for a debate between you and me, followed by a debate between TWU members supporting both the TWU and the AMFA, to this debate panel:

AMFA

National Director-AMFA  
National Officer  
One Lawyer

TWU

President-TWU International  
International Official  
One Lawyer

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With this debate panel structure we can evidence all concerns relevant to the M&R employees at AA with only one debate per station.

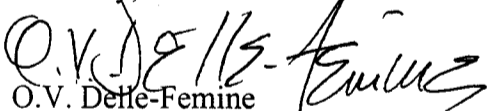
Finally, I believe participation by workers outside of AA and the craft and class of Mechanic and Related workers will hinder the ability of both the AMFA and TWU to get their message and responses to the affected AA M&R employees. With this in mind I request that we both mutually agree to limit participation in the audience to AA M&R employees. The issue of representation by the AMFA for AA M&R workers concerns only AA M&R employees' interests and I feel this proposed debate forum should be dedicated to only their interests.

As professionals, Jim, I think the ultimatums and innuendos from you and the TWU International regarding the intentions of the AMFA or me, personally, are misplaced and inappropriate. I look forward to engaging you in formal debate, not some event styled in the manner of a major WWF promotion. I understand your feeling of duress brought about by the TWU having "negotiated", and I use the word loosely, in the most concessionary contractual agreement in the history of modern labor, but let us both be professionals and keep the dialogue flowing between us, the principles, in an appropriate manner. Your membership deserves that from both you and I, Jim.

As you are probably aware, the AMFA National Convention is taking place in May so I might be delayed in returning communications with you because of scheduling commitments. However, I will make every attempt to contact your offices as expeditiously as possible to establish a schedule of debates that provide the most democratic forum possible for the AA M&R employees. I urge you to adopt a spirit of cooperation with me on this matter similar to the cooperation you extend to American Airlines Inc. when you go to represent your membership.

I look forward to hearing from you at your earliest convenience regarding this important issue, Jim. I know you will want to afford your membership every opportunity to fully understand our respective organizations, the AMFA and the TWU, in order that the membership can, of its own volition and with the best information available, make the most informed decision regarding their careers. It is important for both of us to remember the membership is the focal point of our efforts and should be given the utmost consideration in any undertaking as important as the scheduling of debates between us.

Sincerely,

  
O.V. Delle-Femine  
National Director

cc: File