



January 13, 2012

Mr. Richard Leach  
President and CEO  
Trans States Holdings  
11495 Navaid Road  
Suite 340  
Bridgeton, MO 63044

Re: AFA Tentative Agreement

Dear Mr. Leach:

The Association of Flight Attendants-CWA ("AFA") is writing in response to Compass's January 6, 2012 email to all Compass Flight Attendants urging them to approve the tentative agreement now being considered. AFA strongly objects to this intrusive, inaccurate, and misguided insertion by Compass management into AFA's internal contract ratification process. Through this email, the Company clearly intends to coerce and intimidate Flight Attendants into voting for the tentative agreement by preempting AFA's informational roadshows - which began just this week. This outrageous interference with AFA's ability to communicate to its members must cease immediately.

Furthermore, the January 6 email contains numerous falsehoods. First, and most disturbing, is the Company's baseless assertion that the MEC and negotiating committee "agreed to recommend the agreement for ratification." No AFA officer ever informed Compass management that AFA leadership would promote ratification of this tentative agreement. This falsehood is being spread in an effort to undermine AFA leadership in the eyes of its members and it must be retracted. In fact, on December 2, AFA leadership notified Compass management that the Union would be recommending rejection of the tentative to its members.

Compass also threatens to engage in bad faith bargaining if the tentative agreement is rejected. In the January 6 email, Compass states that "a rejection of the tentative agreement does not mean that we go back to the table and continue negotiations where we left off." Rather, in a blatant attempt to influence Compass Flight Attendants, the Company states that "negotiations will effectively need to start from the beginning." Compass clearly is threatening to "start from the beginning" in order to punish Flight Attendants for having exercised their right, through a democratic ratification process, to reject this tentative agreement as inadequate.

As Compass well knows, as a matter of law, an employer that returns to its original bargaining proposals to punish employees for rejecting a tentative agreement is engaged in bad faith bargaining. Promising to act in an unlawful manner in the event the tentative is rejected is unseemly, and taints the contract ratification process. Compass must immediately retract that statement.

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Compass has no role in AFA's internal ratification process and further attempts by the Company to interfere will not be tolerated.

Sincerely,



Edward J. Gilmartin  
AFA General Counsel

EJG/KTL

cc: Brian Randow, COO  
Mike White, Director of Operations  
Eva Durham General Manager, Inflight  
Compass Airlines, Inc.  
7500 Airline Drive  
Minneapolis, MN 55450

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Leslie Cavender, Esq.  
TSH  
11495 Navaid Road  
Suite 340  
Bridgeton, MO 63044