

Nihad Awad

From: Arsalan Iftikhar
Sent: Tuesday, December 05, 2006 2:31 PM
To: Ibrahim Hooper
Cc: Nihad Awad
Subject: Letter to US Airways



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December 5, 2006

Ms. Janet Dhillon
Senior Vice President and General Counsel
US Airways
111 W. Rio Salado Pkwy.
Tempe, AZ 85281

VIA EMAIL AND FACSIMILE: 480-693-5546

In re: Detained Imams Retain CAIR as Legal Counsel

Dear Ms. Dhillon,

I hope that this letter finds you in the best of health and spirits.

This letter is to officially inform you that our organization has been retained as legal counsel for following passengers who were removed a few weeks ago from US Airways Flight 300 from Minneapolis-St. Paul (MSP) to Phoenix (PHX): Omar Shahin, Didmar Faja, Ahmad Shqairat, Marwan Sadeddin and Mohamed Ibrahim.

Because we have signed legal retainer agreements with the aforementioned individuals, we that any and all future communications relating to our clients be made directly through our organization and not to the clients themselves.

In the spirit of good faith, we would also like to take this opportunity to ask for a formal meeting US Airways executives and legal counsel in Arizona to sit down and discuss a possible this matter.

12/5/2006

CAIR has resolved a number of similar acts of discrimination and defamation involving some of America's top corporations such as Nike, Solectron, *Los Angeles Times*, JC Penny, Sears, Office Max, Office Depot, Delta Airlines and many others. A sample of our past work can be at www.cair.com

Again, we would be happy to meet with you in the coming days to discuss this matter and forward to hearing from you.

Please feel free to contact me anytime at 202.488.8787 or aiftikhar@cair.com to set up this

Most sincerely,

Arsalan T. Iftikhar
National Legal Director
Council on American-Islamic Relations (CAIR)

Cc: Mr. William Douglas Parker, CEO, US Airways
Mr. Bruce Lakefield, Vice Chairman, US Airways
Mr. J. Scott Kirby, President, US Airways
Mr. Nihad Awad, Executive Director, CAIR
Mr. Ibrahim Hooper, Communications Director, CAIR
Mr. Omar T. Mohammedi, Esq., Attorney-at-Law

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12/5/2006

11/30 Conference Call on MN Imams Case

Participants: Omar Mohammadi, Nihad Awad, Khadija Athman, Corey Saylor

Awad introduced the subject, outlining CAIR's four areas of activity:

- 1) Government: a) filing complaints with and asking Department of Justice and Department of Transportation for investigations. (Note: Department of Homeland Security is reportedly conducting an investigation); b) asking for Congressional hearings on the greater subject of racial and religious profiling.
- 2) Lawsuit
- 3) Education Program
- 4) Coalition Building

Awad then added two major points

- US Airways has asked to meet with the imams on Monday
- The imams are being actively solicited other Muslim groups such as MAS Freedom Foundation and MPAC, along with non-Muslim groups such as the ACLU.

Mohammadi then outlined his key legal points:

- This is a big case in terms of civil liberties, but a small case in term of compensation (Note: Mohammadi stressed this point multiple times.)
- Compensation for each imam would be dealt with individually; the blind imam may be entitled to additional compensation due to his disability
- The earlier the imams settle, the more likely they will get larger compensation (The pressure is on US airways now and will diminish as time passes.)
- Going through CAIR, with accompanying media exposure, might get better compensation
- The airline cannot be held liable for smears against the imams circulating in the media
- None of the non-CAIR organizations that are trying to recruit the imams can promise them large compensation

Awad then made the following points:

- Before we meet with the imams, CAIR needs to step up the campaign.
- We need to plan an exit strategy, in case the Imams decide to go with another group. In all of this, ensuring that CAIR maintains a solid relationship with the Imam's group is important
- The Imams should always be part of the decision making process.

Two Decision Points were reached:

- 1) Should CAIR, after getting a signed retainer agreement, enlist the ACLU or Center for Constitutional Rights (CCR) in the legal aspect of the case? Mohammadi recommends CCR, in part to defray legal costs to CAIR.
- 2) Should CAIR issue a statement on behalf of the imams? Mohammadi recommends against the imams issuing a statement as it could be used against them in court.

Saylor then outlined the Government Campaign for Mohammadi.

The (tentative) plan is pasted below:

CAIR government affairs department recommends the following steps in regards to the imams who were stopped in MN:
Most components of this program will be launched in late January/early February. The delay is necessary for several reasons:

- A) While we know most of the committee chairs, member's committee assignments are still unclear. In order to create a target list, we have to know who is assigned to the committee.
- B) We currently do not have a legislative fix for addressing racial profiling by non-government entities. The appropriate research needs to be completed.

Support End Racial Profiling Act

- 1) CAIR will support the reintroduction of the "End Racial Profiling Act" in the 110th Congress. This legislation is the best current draft bill that would address many of our concerns.
- 2) CAIR will approach NAACP and Amnesty International with the goal of joining or creating a coalition aimed at passage of the "End Racial Profiling Act."

Support Congressional Hearings to Oppose Religious Profiling

- 1) We are arranging meetings in DC and Michigan with Rep. John Conyers, incoming chair of the House Judiciary committee, and his appropriate staff to discuss the incident and the need for hearings on the broader issue of racial and religious profiling.
- 2) We will arrange meetings with the incoming chair of the House Transportation and Infrastructure committee to call for hearings with a similar theme as above.
- 3) We will call for in-district lobbying during the Winter Recess. These meetings should have the goal of generating two types of letters: a) a Dear Colleague letter calling for the hearings mentioned above; b) a letter to the appropriate authorities asking for the results of their investigations into the incident.
- 4) If the imams are willing to provide their contact information, we can connect them with their US Representatives and Senators. These meetings, which I will be happy to attend, should have the goal of generating two types of letters: a) a Dear Colleague letter calling for the hearings mentioned above; b) a letter to the appropriate authorities asking for the results of their investigations into the incident.

Find a Legislative Fix for Addressing Racial Profiling by Non-government Entities

- 1) We are researching an appropriate legislative fix for non-government entities, such as airlines.

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What They Say About CAIR:
<http://www.cair.com/whattheysayaboutcair.asp>