



AMFA–Alaska Airlines Contract Negotiations Update

Update # 13 October 4, 2016

Participants for AMFA:

*Louie Key – National Director
Earl Clark – Chairman and Region I Director
Jason Munson – Airline Representative, Local 14
Mark Dahl – Airline Representative, Local 32*

Participants for Alaska Airlines:

*Kurt Kinder – VP Maintenance & Engineering
Greg Mays – VP Labor Relations
Bob Hartnett – Director, Labor Relations Ground
Sonia Alvarado – Manager, Labor Services M&E
Megan Koering – Senior Financial Planning Analyst*

The Negotiating Committee is providing this update to the AMFA Membership at Alaska Airlines (ASA). This is the only official authorized source of negotiating communications by the Committee.

September 27–29, 2016, AMFA and ASA met to continue negotiations at the CenterPoint Corporate Park in Kent, Washington. We started the first day with informing the Company that we wanted to reopen Article 16, Grievance Procedures; Article 1, System Board of Adjustment; and Article 21, General and Miscellaneous. This has to do with the Company’s use of Supervisor Records of Discussion (FS-01s) and the access the union has to them for the grievance process.

We then moved on to the agenda and started with Letter of Agreement (LOA) #12, Vacation Buyback. We discussed giving more options to the member for the buyback of vacation. We agreed to a new Vacation Buyback LOA with new language allowing members to “cash out” vacation hours up to two times between the dates of December 1 to September 15. We also added an option of taking the “cash out” in cash or putting it directly into your 401(k). The amount you can “cash out” will be limited to the amount of vacation taken in the previous calendar year and current vacation bid year (year to date of request) combined.

On September 28, 2016, we started the day by reviewing LOA #12, Vacation Buyback one last time and are just waiting on finance regarding the ability to put the “cash out” in your 401(k). Until lunch break, we went over articles 16, 17, and 21 and talked about the sharing of information before grievance hearings and arbitrations, spending the majority of the time on intent language for sharing of information. The AMFA and Company attorneys are now reviewing the language. After the lunch break the Company had a very long philosophical conversation about where they believe the industry is, how our competitors affect us, as well as the effects of fuel.

On September 29, 2016, we discussed the pay review in Article 23, Wage Rules, paragraph R, and we let the Company know that if we continue with the language we would require the raise to be based on our all in rate (or adjust the percentage to make it all in). We believe the external and internal review should happen every year and not a position from number one, but a percentage from number one. We discussed which airlines are our competitors as outlined in paragraph R, and we would add four new carriers to the list. We ended the day explaining to the Company that pay, retirement, and control on medical costs are all very important to our membership and need to be addressed in any comprehensive proposal.

Remember to check your Local's website for the most up-to-date information on times and locations of negotiations: www.amfa14.org and www.amfa32.com. If you have any questions, please contact your Airline Representative or attend your next monthly membership meeting for a question and answer period.

If you plan to attend a future negotiation session, please contact your Airline Representative to RSVP; by RSVP'ing you are guaranteed a seat if the room is full.

Sincerely,

Your Negotiations Committee

Upcoming Negotiation Dates – Upcoming meeting accommodations and times are yet to be determined.

October 11-13 Blaine, WA

November 1-3 TBD