



AMFA/Alaska Airlines Contract Negotiations Update

Update # 4 **March 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:

*Greg Mays – VP Labor Relations
Kurt Kinder – VP Maintenance & Engineering
Bob Hartnett – Director, Labor Relations Ground
Sonia Alvarado – Manager, Labor Services M&E
Constance Von Muehlen – Managing Director,
Airframe, Engine, Component MRO
Meagan Koerig – Sr Financial Planning Analyst*

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

On February 29 and March 1, AMFA and Alaska Airlines met and continued Section 6 Negotiations at the Centerpoint Corporate Park in Kent, Washington. We started the first day by reviewing what had been accomplished in the last session. We then went on to discuss Article 8, Field Service and Special Projects. The committees discussed the removal of “Major” from K 2, line 11, page 44, “Major Structures,” because of the confusion with the FAA’s definition of a Major Repair and the intent of Major as used in the special project language. We then continued in Article 8, K combining “A&P Line” and “A&P Base” into one list of A&P.

Brad Tilden, CEO of Alaska Airgroup, stopped in to address the Committee. He talked about the future of Alaska Airlines, and that he wants AMFA to be an integral part of the airline’s future. Mr. Tilden also stated that he is impressed with the process that we are using, and the progress we have made thus far .

We then continued our discussions on Article 8, Field Service and Special Projects and Article 12, Training. AMFA proposed a per diem rate when traveling for training and field service. The Company said that they would respond during our next session and they would put a proposal together which addresses our concerns; however, it would be in the form of a divisional policy that would be in effect for the terms of the agreement, but only referred to in the agreement.

On March 1, we started the day discussing Article 10, Vacancies, and writing problem statements for three issues the Company had within the Article. The Company proposed to remove the annual preference bid process (10 A. 1) and to add language for hard timelines for retirement notifications within the Article. After much discussion, the Company withdrew both proposals. They then touched on lead selection but did not talk in depth about it.

Next, we discussed and wrote problem statements for issues we have in Article 18, Safety and Health. The first was our current rate for our cleaning allowance. After those discussions, the Company agreed to change the cleaning allowance from \$5 to \$10 a month. This is the first time the cleaning allowance has ever been raised. We then moved to our second issue which was the current uniform program and how inadequate it is in providing a reasonable number of replacement uniform pieces each year following initial set-up. We also explained that the uniform program policy is not adequately developed and communicated for consistent application. The Company stated that they are developing a change to the program to make it more equitable by

stating a number of garments rather than by cost. In the end, we decided not put it in the CBA. We ended this session by setting our agenda for the next session in Portland, Oregon.

Remember to check the National or your Local website for the most up-to-date information on times and location of negotiations. If you have any questions, please contact your Airline Representative; and please remember to notify your Airline Representative if you plan on attending negotiations.

Upcoming Negotiation Dates

March 28 – 30 Portland, OR at Embassy Suites Portland Airport
 Agenda for session will include continued discussions
 Article 2, Scope & LOA 9
 Preamble
 Article 3, Status of Agreement
 Article 11, Leaves of Absence
 Article 15, Transportation

April 11 – 14 Seattle , WA

May 9 – 12 Phoenix, AZ

May 31 – June 2 Bay Area

Sincerely,
Your Negotiating Committee