



AMFA–ASA and Virgin America Seniority Integration Discussions

Update #2

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Participants for AMFA:

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Earl Clark – Chairman and Region I Director
Jason Munson – Airline Representative, Local 14
Mark Dahl – Airline Representative, Local 32
Lucas Middlebrook – AMFA Counsel
Peter Manikowski – AMFA Economist
Will Abbott – Director, Region II*

Participants for Virgin America:

*Tony Gibson – SFO Technician
Steve Vintch – LAX Technician
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Sukhvirpal Sangha – JFK Technician
Steve Hoffman – Virgin Committee Counsel
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Danny Rosenthal – Virgin Committee Counsel*

The AMFA-ASA and Virgin America committees met to continue discussions on seniority integration in Livermore, CA on November 14 and 15. After two days of discussions we would like to announce that we have reached an Agreement in Principle (AIP) on seniority integration. While the major components have been agreed upon, we still have some specific language that remains to be written and agreed upon in order to reach a formal Tentative Agreement (TA).

We have agreed to integrate the seniority lists of Alaska and Virgin America in a fair and equitable manner using a “dovetail” system, which is the date of both groups entering the technician classification. Lead seniority will also be determined by date of entering the lead classification. Our groups also agreed to allow a ratio of On the Job Trainers to be inserted on to the Technician Trainer seniority list.

To determine the position of two or more employees on the integrated seniority list with the same classification date, Article 9 C (2) of the current AMFA-Alaska Airlines Collective Bargaining Agreement (CBA) will apply using the employee’s date of hire with their respective carrier and then birth date to determine the order of seniority.

Once the committees have finalized the language related to seniority integration, we will schedule meetings with Alaska Airlines to negotiate a Transition Agreement on how the Virgin Technicians will be brought into the CBA and protection provisions will be established for all. Once that is completed, both the Seniority List Integration and Transition agreements will be sent out for membership ratification. If the Seniority List Integrated and Transition agreements are approved by both the Alaska and Virgin America members, AMFA intends to file for Single Carrier Status with the National Mediation Board (NMB). Within 30 days of approval by the NMB, the integrated seniority list will be made public to all combined members, and the members will then have 30 days to protest their seniority per Article 9 D of the AMFA-Alaska CBA.

Fraternally,

Your Negotiating Committee