



AMFA – ASA Virgin America Transition Agreement and Seniority Integration Update

October 1, 2018 Update #5

Dear AMFA Brothers and Sisters:

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

We are now two and a half months since you voiced your disappointment in the offer to integrate the Airbus (Virgin) Technicians into our group. We have since surveyed our group and analyzed the membership's feedback. The survey and the comments received during the roadshow highlight the top three items leading to the package being rejected: 1) the additional year to the contract, 2) not enough economic incentive, and 3) disparate treatment overall compared to what the Pilot and Flight Attendant groups received for integration. We would like to thank all of you who participated in the survey.

On September 7, 2018, we had a discussion with the Company regarding the findings of the survey. We explained the issues above and the Company asked what it would take to guarantee the next tentative agreement (TA) would pass. We explained we cannot "guarantee," but believe addressing these issues will be a positive step towards getting another TA passed. The Company did not give us any idea as to what they could do or would do to get us closer.

Last week the Company asked us to work up a proposal to present during our scheduled wage review. We have no scheduled, dedicated sessions at this time.

Fraternally,

Your Negotiating Committee