



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

L14 Brandon Statfield

L32 Jeff Heard

February 21, 2025

Dear: AMFA Membership at Alaska Airlines

Subject: AMFA Membership Update

The Union has been diligently working with the company on a multitude of issues concerning our membership. We wanted to provide the membership with an update on some of these issues, provide everyone with the Union's position and how we are working towards a path of resolution. If you have any further information, experiences or concerns with these topics then we encourage you to reach out to any of your local Shop Representatives, ACC Members (Steve Green/ Michael Heasley) or Brandon Statfield (L14 ALR) or Jeff Heard (L32 ALR).

Hawaiian Merger Update

Unfortunately, there is not any major update on this topic. AMFA requested funding from Alaska Airlines, to begin the Integrated Seniority List negotiations with the IAM. This funding has not yet been received and is further delayed a response from senior Alaska Airlines management. The Union has had initial discussions internally about filing with the NMB on its own and what that potentially looks like and how that will affect our membership. No decision has been made, but all options are still available.

We want the IAM door knocking and harassing behavior to stop immediately. We are exploring all possibilities to force the hand of the IAM, which will get the harassing behavior to cease. AMFA Local 14 & 32 have formed a Merger Committee, which is further assisting the ALR's and National with the merger from a boot on the ground approach.

Lunches:

The topic of Lunches has been an ongoing saga, with new tactics by the company for what constitutes a "No Lunch". Per AMFA Settlement 1153-052324, Any lunch that does not commence before 4hrs and 59min from the start of your regular scheduled shift will be considered a "No Lunch" and the associated penalties are outlined in AMFA CBA Article 5.C.2.

The Union's position on Lunches, is that we want our members to be able to take an uninterrupted 30min rest period to eat their lunch and have a rest period. Aircraft Maintenance can be very challenging, time consuming and detail oriented. The FAA has outlined the "Dirty Dozen", and fatigue is a big contributing factor. We are encouraging everyone to take their lunch and remain safe and vigilant while performing aircraft maintenance.

The Unions position on any “mandatory” work through lunch situation is solely based upon the company’s ability to base the mandatory action on “operational needs”. If any member does not receive an uninterrupted 30-minute lunch period, then that member is entitled to a full 30-minute lunch period and a “No Lunch” penalty per article 5.C.2 would apply. Alaska Airlines management has been stating that they want our members to take their lunch and could take a rest period. We encourage all members to voice their needs to management, if needing to take a lunch. Consult with an AMFA Shop Representative or your ALR’s anytime there is a dispute or question.

ASAP Filings & Company Retaliation:

The company has been attempting to take a very aggressive approach to those who file ASAP claims. Our membership is protected by the FAA ASAP Program and LOA #8. When members file an ASAP, they are protected under the program, until the ERC (Event Review Committee) can review and accept the report. If the report is not accepted under the ASAP program, then the burden lies with the FAA to take any punitive actions against the certificated A&P.

Referencing the Alaska Airlines/AMFA CBA, Article 16.C.1, the company has 14 calendar days from the date of incident or date of first knowledge, to open an investigation into the alleged error. Stay diligent in your work. Tool Control and Circuit Breakers have been the recent issues that have plagued our members.

Sincerely,



Brandon Statfield
AMFA Local 14 ALR



Jeff Heard
AMFA Local 32 ALR