



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

L14 Brandon Statfield

L32 Jeff Heard

August 7, 2026

Joint Collective Bargaining Agreement (JCBA) & Integrated Seniority List (ISL) Update

AMFA is, to say the least, disappointed with the Company's Merger Transition Protocol Agreement (MTP) response presented today when the Parties convened virtually as a follow up to our July 29, 2026, meeting in Seattle. The Company, despite productive face-to-face conversations last week, reverted to its prior intransigent position. Alaska demanded that AMFA provide contractual concessions that would allow the Company to cross-utilize its members to perform maintenance work across each pre-merger carrier before completion of the seniority integration and JCBA process.

As previously explained, MTPs are a critical step toward commencing the ISL and JCBA negotiation process. MTPs establish rules, schedules, timelines, reimbursement of funds and other guidelines for the Parties as they navigate ISL and negotiate a JCBA. Alaska has agreed to similar MTPs with its other major unions, including commitments to reimburse these unions for substantial amounts of negotiation and related expenses. Yet, with AMFA, Alaska seeks to hold the ISL and JCBA process hostage to secure certain concessions.

For example, and to provide context, Article 3, Subparagraph F.2.c. of the Alaska CBA provides that:

The aircraft (including all orders and options to purchase aircraft) and the maintenance operations of each pre-transaction air carrier will remain separate until such time as the seniority lists for the technician and related groups are integrated and the collective bargaining agreements are combined...

Alaska's current position is AMFA must agree to provide relief from this and other applicable provisions of the pre-merger CBAs to allow certain cross-utilization, and without such relief, the Company will not finalize an MTP, including commitment to reimburse AMFA for ISL and JCBA related expenses. AMFA previously advised the Company its members would oppose any such concessions. AMFA thereafter offered alternative concepts designed to reach agreement on an MTP, which today, were flatly rejected by the Company.

AMFA fully intends to engage in the ISL and JCBA process. However, given the Company's stubborn decision to stall that process with its concessionary demands, AMFA will be communicating shortly with its Hawaiian members regarding preparation for negotiation under the Brown Book. Moreover, as always, AMFA will continue to closely monitor contract violations and strictly enforce both per-merger CBAs to protect its members and our contracts.

Our solidarity as a combined group is our greatest strength when standing strong against corporate greed, and we are thankful for all the messages of support we have received. Please do not hesitate to reach out to your ALRs or Regional Director with questions.

In Solidarity,

Brandon Statfield
AMFA Local 14 ALR

Jeff Heard
AMFA Local 32 ALR

Earl Clark
AMFA National Region 1 Director