



# AMFA/Alaska Airlines AMT Contract Negotiations Update

Update # 1

December 28, 2015

Participants for AMFA:

Louie Key – National Director  
Earl Clark – Chairman and Region I Director  
Jason Munson – Airline Representative, Local 14  
Marc Sheldon – Airline Representative, Local 32

Participants for Alaska Airlines:

Greg Mays – VP, M & E/ Labor Relations  
Kurt Kinder – Managing Director, Line Maintenance  
Bob Hartnett – Director, Labor Relations Ground  
Sonia Alvarado – Manager, Labor Services M&E  
Constance Von Muehlen – Managing Director,  
Airframe, Engine, Component MRO

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 Monday December 21, 2015, AMFA and Alaska Airlines met to exchange Section 6 Negotiation Openers at the Center Point Business Park in Kent, Washington. Greg Mays started things off by asking both Committees to introduce themselves for the observers in the room. He then gave a short opening statement, in which he explained that the Company was dedicated to reaching an agreement by the amendable date, and that it would be good for the Company and our members. As part of the discussion, he asked us to set aside dates through March.

AMFA then gave an opening statement and presented the Company with our opening bullet point proposals, which address twenty (20) of our thirty-one (31) articles, including twenty-four (24) items plus economics within those articles to be discussed. We asked them if they needed any clarification at this time and they stated they did not.

The Company then gave AMFA its bullet point proposal list. They proposed changes to twelve (12) articles, including twenty-three (23) items plus economics within those articles to discuss. Here are some of those highlights: Article 4 – job description roles and responsibilities, productivity matrix, cross utilization, lead/trainer selection / deselection, apprentice program; Article 5 – ideas for using and the members and other locations, timekeeping system paying to the nearest minute, productivity matrix; Article 6 – review entire overtime language; Article 7 – aligned time requirements with DAT and birthday language; Article 8 – add examples in field service language for clarity, selection process for special projects, special project list requirements; Article 10 – removal of annual preference bid renewal process, lead selection, retiree vacancy timelines; Article 20 – pension plan, retiree medical coverage; Article 22 – insurance discussion; Article 23 – retiree medical coverage, wage review; Article 25 – date and duration; Article 26 – pay and steps; Article 27 – review all Letters of Agreement (LOAs), incorporate LOA #12 into Article 13: Vacations.

We had no clarifying questions at this time and then moved onto scheduling dates for future negotiation sessions. Both sides agreed to categorize by article each side's proposals in a matrix and then consolidate like issues for discussion during our next session. We also agreed to use the process of interest base bargaining.

Both AMFA and Alaska Airlines are committed to making a concerted effort to reach an agreement that addresses our members' and the Company's concerns. Our Committee would like to thank the observers that took the time to attend. Remember to check the National website or your Local's

website for the most up to date information on times and location of negotiations. If you have any questions, please contact your Airline Representative.

**Upcoming Negotiation Date**

January 19 – 21	Center Point Business Park in Kent, Washington First day start of 1:00PM, other two days 9:00AM
February 8 – 10	Location to be determined in Anchorage AK First day start of 1:00PM, other two days 9:00AM
February 29 – March 2	Center Point Business Park in Kent, Washington First day start of 1:00PM, other two days 9:00 AM
March 28 – 30	Location to be determined in Portland, OR First day start of 1:00PM, other two days 9:00AM

Sincerely,

Your Negotiating Committee