



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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AMFA – Alaska Airlines Negotiations

Update #12 October 23, 2023

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

On Thursday, October 19, 2023, the Company contacted the Committee to advise that Alaska was preparing a proposal to present in bargaining with the Flight Attendants that would, among other items, provide 15% increases to their wage scale. Alaska explained, and it is our understanding, this proposal would take the Flight Attendants to top of the current industry in terms of compensation. The Committee immediately convened to discuss how best to respond to the Company given this new information.

Following internal discussion, the Committee wrote to the Company and advised that following completion of 90% of the AIP roadshows, it was apparent you, the membership, were dissatisfied with the terms of the AIP. In addition, we explained to the Company how, given the recent news of the Company’s proposal to the Flight Attendants, the relevant comparators used during bargaining toward the AIP had changed significantly. We explained to the Company that, based on the roadshow feedback and the recent Flight Attendant proposal, it was your Committee’s informed position that there was a high probability you would not ratify the current AIP/TA.

Therefore, we specifically proposed that the parties halt the AIP to TA conversion process and return to the table to address the areas of dissatisfaction with the AIP prior to sending any TA to you for consideration. Following from this, the Committee requested the Company’s availability to meet in the near future to negotiate and reach agreement on a revised AIP/TA that has a realistic opportunity to be ratified.

The Company responded to our correspondence on Friday, October 20, 2023, and agreed to halt the AIP to TA conversion process and return to the table to negotiate changes to the AIP so that the TA has a realistic opportunity to be ratified. We appreciate the Company’s response and willingness to reconvene bargaining. The parties are working to secure a location and dates to promptly return to the table.

This is union democracy in action, and we value your participation in the process. We experienced the passion you expressed during the roadshows. We heard your concerns regarding the current AIP. We are prepared to return to the table promptly to address those concerns with the Company and provide you with an agreement worthy of your consideration and ratification.

In Solidarity,

Your AMFA-Alaska Negotiating Committee

SAFETY IN THE AIR BEGINS WITH QUALITY MAINTENANCE ON THE GROUND