



## **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

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### **AMFA – Alaska Airlines Negotiations**

#### **Update #15    January 12, 2024**

##### **Participants for AMFA:**

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Earl Clark – Region I Director  
Will Abbott – Region II Director  
Jarod Mills – Local 14 Airline Representative  
Jeff Heard – Local 32 Airline Representative  
Brandon Statfield – Local 14 Airline Representative-Elect  
Lucas Middlebrook – Legal Counsel  
Peter Manikowski – Economist*

##### **Participants for Alaska Airlines:**

*Sonia Alvarado - Managing Director, Labor Relations  
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Scott Harmon – Managing Dir. of Maintenance  
Joe Wonderly – Outside Counsel  
Brett Jacobs – Dir. Divisional FP&A  
Karen Themelis – Labor Relations*

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.

The parties held a three-day bargaining session in Seattle on January 9-11, 2024, to continue bargaining toward a successor collective bargaining agreement (CBA). On Day 1, the Company passed a counterproposal to cover the issues we presented in our November proposal. Within hours, your AMFA Committee responded to the Company with a counterproposal. The parties then clarified their alignment -- on the record -- that new wage rates in a ratified CBA would be effective October 17, 2023, with the mechanism of payment still to be determined as our economist continues his computations.

The parties then spent the rest of Day 1, Day 2, and the morning of Day 3 discussing supposals and other possible pathways to a new TA. The parties, together with subject matter experts on each side, discussed the remaining issues on Maintenance Control sick leave, vacation, seniority dates, and retirement. Alignment was reached on these issues with some clean-up on Maintenance Control seniority dates remaining.

The Company unexpectedly passed its counterproposal in the final hour of Day 3, just before we were scheduled to conclude this session. After some discussion, AMFA and the Company reached an “Agreement in Concept” on a successor CBA, which includes industry-leading wages for top-of-scale Technicians and a 401(k) “me-too” provision.

The parties’ attorneys are finalizing language, and AMFA’s economist is rechecking the Company’s offered pay scales/longevity. If everything checks out, we can move quickly to an AIP and then a TA within the coming days and weeks. Please stay tuned for future updates and reach out to your ALR or Region I Director with any questions.

In Solidarity,

Your AMFA-Alaska Negotiating Committee