



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

National Office: 7853 E. Arapahoe Court, Suite 1100 • Centennial, CO 80112
Tel: 303-752-AMFA (2632) • Fax: 303-362-7736

July 8, 2026

Subject: Merger Update

Dear AMFA-Represented Members at Alaska Airlines & Hawaiian Airlines:

The Company is delaying its own merger. On May 1, 2026, AMFA delivered a Merger and Transition Protocol Agreement (MTP) proposal to Alaska Airlines. An MTP outlines the process the parties will use to initiate and finalize seniority list integration and negotiation for a joint collective bargaining agreement (JCBA). These agreements also include an amount of money the Company will reimburse for expenses related to seniority integration and JCBA negotiations. The other main labor groups on the property have long since finalized their own MTP agreements with the Company, including an agreed-upon expense reimbursement amount.

Following AMFA's May 1 proposal, the Company took nearly a month and a half (i.e., 45 days) to respond with its first MTP counterproposal. In addition to this delay, the Company sought to secure substantive changes to our existing CBAs with language proposed in its first MTP counterproposal. AMFA promptly convened to review the Company's MTP counter and delivered our counterproposal approximately three (3) days later. Despite AMFA moving quickly to accelerate this process, it took the Company nearly two (2) weeks (i.e., 13 days) to respond, and the response was essentially a rejection of AMFA's counterproposal.

AMFA has expressed its displeasure with the Company's approach and requested an in-person meeting to finalize the MTP, which would allow AMFA and the Company to move forward with the merger process. We are awaiting a response to our request.

Despite the Company dragging its feet, AMFA held an informal meeting with representatives from the Alaska and Hawaiian Seniority List Integration (SLI) committees on Wednesday, July 1, in Honolulu. AMFA representatives were in Honolulu following a successful shop representative training for our new Hawaiian representatives. The Committees had a productive discussion regarding seniority integration and are optimistic that, once the Company ceases its delay and finalizes the MTP, an SLI agreement can be reached in short order. Thereafter, AMFA is prepared to move into JCBA negotiations.

It was the Company's decision to merge. AMFA, like the other unions on the property, is ready to promptly complete the SLI and JCBA processes. The Company, however, continues to delay and overreach during the MTP negotiation process. AMFA is prepared, if the Company continues with its current approach, to administer and negotiate separate CBAs, which means the maintenance operations of each pre-merger carrier would remain separate.

AMFA is proud to represent all maintenance and related employees at Alaska and Hawaiian and is humbled by the demonstrations of solidarity. Completion of this merger process, especially given the Company's current tactics, may take time, and our combined solidarity will be integral to rewarding your hard work and protecting our members' interests. Please do not hesitate to reach out to your ALRs or Regional Director if you have questions or would like more information.

Sincerely,

Earl Clark
Region I Director, AMFA National

Brandon Statfield
ALR, AMFA Local 14

Jeff Heard
ALR, AMFA Local 32