



# AMFA/Alaska Airlines Contract Negotiations Update

Update # 9

July 8, 2011

**Participants for AMFA:**

*Earl Clark –Region 1 Director-Committee Chairman  
Tim Cullen – Airline Representative Local 14  
Mark Dahl – Airline Representative Local 32  
Louie Key –National Director  
Scott Peterson – AMFA Legal Counsel*

**Participants for Alaska Airlines**

*Fred Mohr – VP Maintenance & Engineering  
Kurt Kinder – Managing Director, Line Maintenance  
Bob Hartnett – Director, Labor Relations Ground Sonia Alvarado  
– Manager, Labor Services M&E*

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 July 5<sup>th</sup> through July 8<sup>th</sup>, we met with the Company in Seattle at the Centerpoint Business Center. The Company started with an opening statement stating their hopes of making big strides toward finishing up these negotiations and giving our members a pay raise. The first item requiring an answer was our proposal on Article 3, "Status of Agreement". Scott Peterson, AMFA Legal Counsel, gave the Company a full explanation of our intent to have protections in our "Status of Agreement" at least as strong as the ALPA agreement. At the end of Scott's explanation, the Company again stated that they would like to get back with their Legal Department for guidance. We then discussed Article 2 "Scope", the Company provided AMFA with a counter to our proposal with no additions to protection of the work AMFA performs or for the AMFA members that perform that work. The only change offered from current book was for limiting the data the company has to provide AMFA at the ACC meeting regarding future sub contracted work. The Company again stated that they would agree to extend Letter of Agreement # 11, "Job Security", to include all technicians and the work AMFA performs. We then asked them to share that language with us, the Company responded that they were not ready to share the language at that time. We then moved on to reviewing all proposals to determine the open items left on both sides.

The next day, the committees worked on issues in Article 6, first was AMFA's proposal to add Jury Duty hours, as hours worked for the purpose of computing the forty-hour workweek for overtime. The Company stated that our jury duty benefits are generous and that they will not add those hours as hours worked for overtime purposes. Next the committees worked on a Company issue of Lead overtime, in short the Company would like the ability to determine the need to fill a lead position for unscheduled/unplanned absences. First with another lead on shift that may be working as a relief lead, next the Company would determine the need by the number of technicians being led on that shift. The committees did not come to an agreement and tabled the issue for later discussions. We ended the day at 3:00 P.M. The Company committee had a meeting with their executive board to discuss our negotiations. The Company scheduled a 2:00 P.M. start the next day.

On Thursday morning AMFA's committee with AMFA legal Counsel went to ASA Corporate Headquarters to meet with Alaska's legal counsel, Herman Wacker, to discuss Article 3, "Status of Agreement", Scott and Mr. Wacker had a good discussion on the issue. Mr. Wacker stated he would inform the Company committee on the content of the discussions. Our group then went out and walked the hangar and line answering questions on negotiations. During our lunch the Company called to inform us that they would not be ready to meet with us until the following morning.

Our last day the Company came back to AMFA on Article 3, "Status of Agreement", with very minimal changes from book, we asked if this was a counter to our proposal, they answered yes. AMFA's committee stated that this is fine if they want to go back to traditional negotiations and get away from the Interest Based Process we had been using. We also expressed that it would slow the process down. The Company took a break to see if Mr. Wacker was available to discuss the issue at the negotiating table. After further discussion with Mr. Wacker at the negotiating table it was agreed to implement AMFA's proposed changes with the exception of one sentence. The Company's committee still requires their Executive Boards final approval on the new language. The committees then got back to the lead overtime language with neither side making progress to resolve the issue.

We remain cautiously optimistic with the progress so far, and will continue to work hard to reach an agreement that addresses our member's, and the Company's, concerns.

**Upcoming Tentative Date**

August 15<sup>th</sup> through the 19th

Fraternally,  
Your Negotiating Committee