



Aircraft Mechanics Fraternal Association

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AMFA - Alaska Airlines Contract Negotiations Update # 3

December 14 – December 17, 2004

Participants for AMFA:

*Louie Key – Region 1 Director
Kurt Kadel – Region 1 Coordinator
Alan Templeman – L14 ASA Airline Rep
Brian Holl – Local 34 ASA Airline Representative
Earl Clark – AMFA - ASA Negotiating Representative
Liz Davidson – ASA Cleaner/Utility Negotiator*

Participants for Alaska Airlines:

*Steve Zerda – Director, Maint. Planning & Mat'l. Control
Kurt Kinder – Director of Maintenance Control
Dave Schwartz – Manager, M&E Union Relations
Ronald Henson - Attorney at Law, Ford & Harrison LLP
Elizabeth Ryan – Manager, Labor Relations (Fri 12/17)*

On Tuesday December 17, 2004 contract negotiations between the Aircraft Mechanics Fraternal Association and Alaska Airlines continued at the Doubletree hotel on Southcenter Parkway in Seattle. This was a location change requested by the Company due to scheduling conflicts at the Gold Coast Center.

Article 10 – Vacancies was the first area of the contract that was addressed. The morning session began with discussions on the implementation of an electronic bidding and posting system, which lead to a mutual agreement. This conversation was picked up, after being tabled at the closing of our first negotiation session two weeks prior. After lunch the topic turned to the selection of leads, which required many caucus sessions and deliberations amongst both groups the remainder of the day. It was mutually agreed to at 6:30 to table this topic again and turn in for the evening. Due to limited movement on Wednesday this topic was tabled once again for the sake of attempting to gain progress in other areas.

Near the end of the day on Thursday, the conversation bounced back and forth between Article 9 (Seniority) and Article 10 (Vacancies). Due to the overlapping issues between these two articles and the emotions involved, the parties agreed to move away from seniority and focus on completing Article 10. On Friday a compromise was reached, which sets up a selection committee; comprised of equal numbers of Company and AMFA members. Finally, on Friday Article 10 Vacancies was signed as a tentative agreement.

Article 7 – Holidays Picking up from the previous session, both sides revisited the Holiday issue and the idea of changing the Employee’s Birthday Holiday to the observance of Martin Luther King Day. The ability to convert the new holiday (Martin Luther King Day) to a floating holiday (as is current practice with all holidays) was discussed. This resulted in further language being added; allowing one to schedule this day back to their original Birthday with 7 days advance notice. The Company would not move from their position of not paying (10) hours pay to a (ten) 10-hour employee for a Holiday not worked. This Article was accepted by both sides and the TA was signed on Wednesday.

After lunch on Wednesday it was noted, that in the previously agreed Tentative Agreement on **Article 12-Training**, some clarifying language was needed. This was debated and agreed on mutually by both sides. The newly added language spoke to, the process to be adhered to, when selecting an OJT in the absence of the minimum requirements of an applicant. This was clarifying language and did not change the original intent, and was subsequently agreed on.

On Friday, it was noted, that at the Local 14, 8 am monthly membership meeting (Attended by all your Alaska Negotiation team) that a rumor was circulating amongst our membership. This rumor (totally baseless) was referring to the deliberate slow pace of these Negotiations by the Association. This was addressed to the Company and they responded that, not only was this not the case but they were pleased with what progress was attained thus far. This prompted both sides to agree to a combined communication letter to be released noting our mutual views of our progress so far. The remainder of the day was used to draft that document and outline this one.

As always, we would like to thank the observers that were in attendance and encourage others to attend in the future, during this important process.

We would like to take this opportunity to send out our sincerest wishes to the Alaska Airlines Membership for a safe and joyous Holiday season and a prosperous New Year from your Alaska Negotiation Committee.

The next round of AMFA – ASA negotiations are scheduled for January 31ST through February 3rd and will take place at the Alaska Airlines Gold Coast Center.

Dates

January 31st through February 3rd
February 14th through February 17th
February 28th Through March 3rd

City

Seattle
TBD
TBD