



AMFA/Horizon Air Contract Negotiations Update For The AMFA Horizon Negotiating Committee

October 7, 2005

National Mediation Board - Terri D. Brown – Mediator and Les Parmalee Senior Mediator

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Participants for Horizon Air:

Art Thomas – General Counsel

Celia Sherbeck –VP of MTX and Engineering

Jim Brownlee- Director of Maintenance

Dave Tuffli- Manager of Quality Control

Ronald Henson – Attorney at Law, Ford & Harrison LLP

Tentative Agreement Reached

On Thursday October 6th at approximately 11:00 p.m. after days of extensive negotiations in this session, and almost 2 ½ years since the beginning, mutual agreement was reached on all open issues resulting in a tentative agreement (TA) that addresses the core concerns of compensation, job and union security, contract language uniformity and structure.

The complete TA will be available to the membership once it has been compiled, formatted into a document and proof read. We anticipate we'll have this done by the end of next week.

Highlights of the Agreement include:

- Signing bonus of \$1,500.00 for each non-probationary employee.
- License premium increases on Date Of Signing (DOS) from \$.50 to \$.75 per license (\$1.50 for two or a Repairman's Certificate).
- License premiums will now be **added** to your base scale, not subtracted as it is currently.
- An additional year was added to the Aircraft Mechanic and Maintenance Cleaner & Fleet Service classification's pay scales.
- The top out rate for Aircraft Mechanics "After 9 years" is \$23.50. The top out rate for Maintenance Cleaner & Fleet Service "After 8 years" is \$13.36. The top out rate for Maintenance Shop Mechanic & Painter "After 8 years" is \$20.01.

- The GSE and Fleet Service classifications will receive an approximately 5% pay increase on DOS.
- Yearly pay scale increases of 1½ % at the beginning of the 2nd and 3rd years of the Agreement.
- Shift differential for all classifications, including Fleet Service.
- Lead differential for all lead classifications, including Fleet Service.
- Profit Sharing and Shared Rewards
- A new Scope of Agreement article which outlines that work which is covered by our contract.
- Term is for 3 years from date of signing.
- Job protection Letter of Agreement that states the Company will not furlough any members, as a result of subcontracting, any maintenance work currently performed by AMFA employees through September 30, 2007.
- Introduction of a Personal Time Off program which combines sick leave and vacation time into the PTO accrual for greater employee access and availability. There will be an abundance of information available on the PTO program. We will be posting a link to an independent report on PTO programs so you can educate yourself on their concept. Acceptance of the PTO program enabled your committee to conclude these negotiations with greater over all benefit to the membership.
- Holiday pay will continue to be paid at the double-time rate plus the holiday pay.
- Contract language outlining Furlough and Recall procedures.

Our committee encourages all members to read the full tentative agreement, which will be available prior to the informational meetings, so that you can ask informed questions when we come to your station to explain, in detail, the proposed changes. On Wednesday October 12th various committee members will be in attendance at all three Local 17 membership meetings.

Ultimately the decision on whether to accept or reject this agreement rests with you, the informed membership. Your committee will answer all questions on the implications of the proposed language changes.

The dates, times and locations of informational meetings will be available once we've had the opportunity to establish a schedule system-wide.

Your Negotiating Committee thanks you for your continued support and professionalism throughout the negotiation process. We are here to represent you.

Local 17's website - www.amfa17.org – will have the Tentative Agreement available for viewing once it is completed. To view the Tentative Agreement simply click on the word “Negotiations” at the bottom of the QX News block.

If you have any questions please contact any member of the AMFA-QX negotiating committee at the e-mail addresses provided above.

Dates of Informational Meetings

City

To be announced

To be announced

