

MEMORANDUM

To: All Clerical, Office, and Passenger Service Employees of Alaska Airlines and Virgin America Airlines

From: Joshua M. Javits, Neutral

Date: November 17, 2017

Subject: Final Integrated Seniority Lists

As the Neutral appointed by agreement between Alaska Airlines, Virgin America Airlines, and the International Association of Machinists and Aerospace Workers, AFL-CIO (“IAM”), I am pleased to report that integrated seniority lists for IAM-represented clerical, office, and passenger service employees have been finalized. These lists are the culmination of a comprehensive process governed by federal law and the parties’ agreement. Initially, I conducted an extensive fact-finding process, which included review of relevant documents provided by the IAM and the Company, a fact-finding session with employee representatives, and an employee comment process. On July 12, 2017, I issued a Report and Recommendations fully setting forth the process that was followed and the reasons for my recommendations regarding seniority integration. Proposed integrated seniority lists were issued in conjunction with my Report. Thereafter, all affected employees were given 45-days to submit any protests regarding their placement on the proposed lists for my determination.

A total of 204 protests were timely filed. Some protests raised issues that were addressed in detail in my July 12 Report. The remaining protests claimed that individual dates on the integrated seniority lists were incorrect or that an employee should have been awarded Lead seniority. In order to resolve these protests, necessary records were obtained from the Company and the IAM. Based upon the review of this information, 106 protests have been granted in whole or in part. Some protests were denied. In each case, specific reasons were given to the employee for my decision. Each protestor will separately receive an individual determination letter regarding his or her protest. The final integrated lists reflect all seniority dates corrected as a result of the protest process.

In addition, the final lists generally reflect changes in employee status (i.e. transfers and promotions) occurring since the proposed lists were published in July, although some very recent changes may not be captured on the lists. These most recent changes will be reflected when seniority lists are next issued in accordance with the process set forth in the Alaska Airlines-COPS collective bargaining agreement.

Finally, during the protest process, I learned that the Company misidentified certain employees, such as Learning Coordinators or Operations Agents, as Leads based on the pay differential these employees received and how their positions were coded at Virgin America for payroll purposes. After working with the Company, I have identified and removed from the final Lead Customer Service Agent Seniority list the approximately 30 employees who were incorrectly identified as Leads.

I want to thank employees for their active participation in this process through their comments and protests which greatly helped to insure the accuracy of the integrated lists. I also wish to thank the IAM, Alaska Airlines, and the law firm retained to assist me in this process, Guerrieri, Clayman, Bartos, Parcelli & Roma, for their hard work and cooperation in this thorough and intensive process of achieving an integration of seniority that is fair and equitable to all employees affected by this merger.