



**IAM Air Transport District 142**

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**Date: January 22, 2025**  
**File: HA – 2025**

2025 – 14

## **IAM/HAWAIIAN AIRLINES PERFORMANCE-BASED PAY PLAN VOTING INFORMATION AND SAMPLE BALLOT**

Dear Sisters and Brothers:

The ratification vote for adopting the Alaska Airlines Performance-Based Pay Plan (PBP) will be online only and will be administered by the **IAM Ballot Site** at <https://iamballot.iamaw.org/>.

**Voting opens Monday, January 27, 2025, at 7:00 a.m. HST and closes on January 30, 2025, at 12:00 p.m. HST.**

District 142 members at Hawaiian Airlines will receive an email approximately 24 - 48 hours before the vote opens that will include the official document with the information required to cast your vote. The information will include the **IAM Ballot Site URL** (<https://iamballot.iamaw.org/>), a **QR code** you may scan to vote, the **Ballot ID Number**, and your **IAM Book Number**.

**A sample voting document like the one you will receive prior to the vote is attached to this bulletin so that you can familiarize yourself with the voting process.** Please take the time to read through the document so you are prepared to cast your vote once you have received the official document and voting has opened on January 27th.

District 142 should have the results shortly after voting closes on the 30th. At that time, we will notify the Companies and the IAM Air Transport Territory of the results. Shortly afterwards, we will post the results on the District 142 website, [www.atd142.org](http://www.atd142.org), send them out via our email and text lists, and share on social media.

If you have not already signed up for emails and text messages from District 142, it is important to do so now. To sign up for emails, go to [www.atd142.org](http://www.atd142.org) and click the button at the top of the page titled “Join Our Email List.” Check the box for “Hawaiian” on the sign-up page, enter your contact information, and submit. You can also sign up for text-messages by clicking the green button, selecting “Hawaiian” from the dropdown list, and submitting. It takes less than five minutes to sign up for emails and texts.

If you have any questions or concerns about the upcoming PBP vote, or the plan itself, please reach out to a Shop Steward or General Chairs. Thank you for your support and solidarity.

Sincerely and fraternally,

John M. Coveny, Jr.  
President/Directing General Chair

David Figueira  
General Chair

Derek Morton  
Vice President

JMC/et al/td

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
T. Regan, Airline Coordinator, Air Transport Territory  
J. Carlson, Air Transport Coordinator  
DL 142 Executive Board

**POST ON ALL IAM BULLETIN BOARDS**