



IAM Air Transport District 142

9633 S 48th St, Ste 100
Phoenix, Arizona 85044
816-982-6480
iamdl142@iamdl142.org

Date: January 30, 2025
File: HA – 2025

2025 – 19

DISTRICT 142 CLERICAL AND PASSENGER SERVICE EMPLOYEES AT HAWAIIAN AIRLINES OVERWHELMINGLY VOTE YES FOR PERFORMANCE-BASED PAY PLAN

Dear Sisters and Brothers:

District 142 members at Hawaiian Airlines in the Clerical and Passenger Service Collective Bargaining Agreement have overwhelmingly voted **YES** to adopt the Performance-Based Pay Plan offered by Alaska Airlines.

Over the last seven years, the Alaska incentive plan has paid out an average of 8.8% of earnings compared to an average 3.0% payout from the current Hawaiian incentive plan. The major points of the plan include:

The Performance Bonus Plan (PBP) targets 5% of eligible earnings based on performance and profit. The plan targets vary each year. For example, the targets for 2025 are broken down as follows:

- 20% will be based on safety topics
- 10% on Guest Experiences
- 10% Sustainability
- Up to 60% Profit multiplier will be applied depending on if/where Alaska finishes in the top 3 pre-tax margin vs its competitors.

The Alaska plan will now replace the current contractual language in LOA 13 of the IAM CBA.

In addition to the plan above, an Ops Performance Rewards (OPR) program unique to each separate work group will also be offered. It is awarded on a quarterly basis (if the group qualifies) with a maximum yearly payout not to exceed \$1,800.

IAM representatives began conducting roadshows at Hawaiian Airlines stations starting on January 12 to answer questions and explain the Alaska plan in greater detail.

If you have any questions or concerns about the results of this vote, contact your Shop Stewards or General Chair. 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

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