

## IAM vs AMFA: THE FACTS

What AMFA wants you to Believe	The Truth
<ul style="list-style-type: none"> <li>• AMFA is top-down democratic, <b>The IAM appoints their leadership to long term paid positions without membership say!!</b></li> <li>• AMFA positions are subject to recall if your elected officials are not representing you. <b>IAM positions are not easily subject to member scrutiny!</b></li> <li>• The IAM President makes 668 K per year.</li> </ul>	<ul style="list-style-type: none"> <li>• IAM Leaders at every level are elected by the membership every 3-4 years.</li> <li>• Article “L” of the IAM Constitution: A person in a leadership position can be removed from said position and disqualified from their position (and future positions) for not performing their duties. This applies to ALL leadership positions. <b>The membership initiates and votes in this process.</b></li> <li>• The IAM President’s salary is approx.\$290,000 with a large 600,000 membership. The AMFA Presidents salary is approx.\$175,000 with a small 5000 membership. <b>(Do the Math)</b></li> </ul>
<p><b>Class and Craft Exclusivity of AMFA</b></p> <ul style="list-style-type: none"> <li>• AMFA only represents Aircraft Maintenance Technicians, does not want to represent Cleaners and other non-skilled non-A&amp;P Mechanics... but.... →</li> </ul>	<p>AMFA represents Cleaner (among a few others which also include non-skilled, non-mechanics) at:</p> <ul style="list-style-type: none"> <li>• Southwest Airlines cleaners, known as Appearance Technicians, after voting down an agreement in July 2022, reached a new agreement in October getting a 24% raise. <b>(Document)</b></li> </ul>
<p><b>AMFA claims to have negotiated 5 of the 10 highest paid carriers to include Sun Country and Spirit Airlines.... But...</b></p> <ul style="list-style-type: none"> <li>• Sun Country (A false statement) →</li> <li>• Spirit Airlines (Currently in Federal Mediation) (Another false statement) →</li> </ul>	<p>Both Spirit and Sun Country have never ratified a contract negotiated by AMFA ...ever...</p> <ul style="list-style-type: none"> <li>• AMFA – the union representing <b>Sun Country Airlines’</b> AMTs – has been engaged in collective bargaining negotiations <b>toward a first contract with the airline for close to 3 years (since July 2022)</b>. As of 4/10/25, still no first contract achieved. <u>Currently in Federal Mediation</u></li> <li>• AMFA – the union representing <b>Spirit Airlines’</b> AMTs – has been engaged in collective bargaining negotiations <b>toward a first contract with the airline for close to 2 1/2 years (since Nov 2022)</b>. As of 4/10/25, still no first contract achieved. <u>Currently in Federal Mediation</u> <b>(Documents for both)</b></li> </ul>

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<b>IAM's makes false In -House Heavy Maintenance Promises</b> <ul style="list-style-type: none"> <li>The IAM makes promises of bringing back Heavy Maintenance work but with no evidence or ability to do so.....</li> </ul>	<b>In -House Heavy Maintenance Expanded</b> <ul style="list-style-type: none"> <li>The IAM's strength and ability not only preserves but expands by bringing more Heavy Maintenance work in-house. IAM represented American Airlines in 2024 announced bringing more work back in house at Charlotte, Pittsburgh and Tulsa's Heavy MX facilities creating 500 additional jobs, 389 of those jobs high paying A&amp;P Mechanics. <b>(Document)</b></li> </ul>
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<b>Closing of Heavy Maintenance Base</b> <ul style="list-style-type: none"> <li>Alaska shut down its Oakland Heavy Maintenance hanger operation in 2004 negatively affecting some 320 Maintenance personal but blaming the IAM for it.</li> </ul>	<b>Closing of Heavy Maintenance Base</b> <ul style="list-style-type: none"> <li>AMFA was certified as the Union on the property for the Mechanics in March 1998. That work was lost 6 years after AMFA became the Union on the property. <b>(Document)</b></li> </ul>
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What AMFA is not telling you: <b>The Seniority Integration...</b> <ul style="list-style-type: none"> <li>AMFA is telling you in 2016 when Alaska acquired Virgin America, they dovetailed the seniority of the Virgin mechanics with the AMFA mechanics one for one, year for year. (Virgin was much smaller and junior to Hawaiian's mechanic workforce and was a non-union workforce.....)</li> <li><b>What they are not telling you is....</b> In 2011 Southwest Airlines, which is an AMFA property, acquired AirTran Airways, <b>they did not dovetail one for one, year for year. They gave all the Southwest Airlines Mechanics a 70% increase (with a minimum of 48 months) of adjusted seniority dates before they merged the two-seniority lists.</b> A Massive advantage given to the AMFA mechanics before merging the seniority lists with another Union that was not an AMFA property. (document)</li> <li><b>Seniority is the single most important issue that can impact you for the rest of your career.... The IAM policy is to Dovetail...one for one, year for year..... period....</b></li> </ul>	
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### **AMFA... Do they Stand by their Principles or not?**

- In 2018 AMFA put out a press release supporting the Aircraft Maintenance Outsourcing Disclosure Act, having to do with, as quoted in the AMFA press release: “raises awareness for the dangerous trend of outsourcing aircraft maintenance to foreign repair stations”. As further stated, “Beyond the very important safety issue, these facilities have led to the elimination of quality jobs here in the U.S, negatively impacting American families and their communities. AMFA publicly denounced the use of foreign repair stations.
- (At that time, the SWA agreement allowed the Company to send 8 lines of their Heavy Maintenance to El Salvador and maintain 4 lines in house.) Fast forward 4 ½ years. (see block bellow) they agreed to send more lines to El Salvador in exchange for wages.... **(document)**

### **I Guess not...**

- AMFA recently (June 2023) agreed to allow more Heavy Maintenance to be accomplished in El Salvador at Southwest Airlines instead of the United States in exchange for **pay raises, a minimum Mechanic to Aircraft ratio of 3:1** and an **AMFA banner** to hang. **(document)**

AMFA represented Carriers are consistently at the bottom of the charts when comparing how many mechanics are employed in relation to how many Aircraft the Company operates. Alaska sits @ **4:1** ratio while another of AMFA's property Southwest Airlines sits at **3.5** ratio

**Wage comparisons when HAL ratified its current deal in Feb. 2020. This is how HAL compared to Alaska's rates in Feb. 2020 (Alaska's operation is 70% larger than Hawaiian operation)**

<b>2020 wages: AMFA</b>	<b>2020 wages: IAM</b>
Lead Inspector \$56.02	Lead Inspector \$56.67
Inspector \$54.52	Inspector. \$54.64
Lead Mechanic \$54.52	Lead Mechanic \$54.22
Mechanic \$ 52.77	Mechanic \$51.39

**AMFA is selling their new agreement to you as one of the best in the industry... Take a look, they barely got their own membership (made up almost entirely A&P Technicians) to accept it... BARELY!!!**

<b>New Contract Ratification Alaska (AMFA)</b>	<b>Current Hawaiian Contract Ratification (IAM)</b>
<ul style="list-style-type: none"><li>• <b>This Contract got ratified by less than 5.5 % of the AMFA membership who voted. If only 47 mechanics voted “no”, this contract would've not passed.</b> (55.4% Voted to accept) Their own members almost rejected it, but they are trying to sell it to you as a Tremendous Contract. Hmmm.... <b>(Document)</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Hawaiian's last Contract in 2022 ratified by a whopping 96% of the membership voting to accept the agreement...</b></li></ul>

**AFL-CIO affiliation of which the IAM is a member** The AFL-CIO represents over 12.5 million workers across 60+ unions, giving your union access to greater leverage

The IAM Union offers programs to not only help IAM members and families in crisis times but also provides avenues to have a successful Machinist Career. Some of the programs are listed below:

- **Disaster Relief Fund:** Provides financial assistance to members affected by natural disasters. (IAM members who were affected by the Maui Fire benefited from this Program.)
- **IAM Veterans Services Program:** Helps veteran members and members families access earned VA benefits. **IAM Reaches Historic Milestone for Veterans, Becomes First Labor Union Recognized as VSO**
- **IAM-EAP (Member and Employee Assistance Program):** Offers free, confidential help with various personal problems that may affect work or quality of life, including substance abuse, mental health, and stress
- **Strike Funds: 33,000 IAM** Boeing employees went on strike against the Boeing Company for 7 weeks in 2024. The IAM strike fund provided **60 million dollars** to IAM striking workers over the 7 weeks so the workers could sustain the strike and achieve a successful Contract.
- **IAM Young Leaders Program:** Targets members under the age of 35 who desire to enter into leadership roles within the Union providing training and educational opportunities early in their career.
- **The LEADS Program.** Leadership Excellence Assembly of Dedicated Sisters (LEADS) program **specifically targets women, providing education and career development to advance them in union leadership roles.**