


## IAM / AMFA COLLECTIVE BARGAINING AGREEMENT COMPARISONS

The Heartbeat and Strength of an **IAM** Union Contract is the Scope Language. Without a strong scope, the balance of power tilts toward the Company, allowing the Company to increase cost-saving opportunities by outsourcing jobs. Case and point: With Alaska's 3 hangers already in existence and a possible 4<sup>th</sup> soon to be built, AMFA's mechanic membership should be in the 2400-member range with the amount of ACFT in Alaska's inventory, but due to the weak scope in their contract, which allows the Company to outsource a vast majority of Union A&P work, they remain at about 1000 instead. Should the IAM's scope language be applied to the Alaska operation, the membership would be solidified in the 2400-member range. Below shows you the difference between a strong and a weak Scope.

### “The Strength of the IAM Scope Language protects your Job”

 <b>IAM</b>	<b>AMFA</b>
<p>The Strong IAM scope language <b>REQUIRES</b> the Company not only to maintain, but to also grow the Mechanic workforce. Hawaiian is forced to:</p> <ul style="list-style-type: none"> <li>• Maintain a current Healthy 10:1 Mechanic to Aircraft ratio which <b>continues to grow</b>.</li> <li>• Staff Mechanics at 60% of U.S. destinations serviced by Hawaiian Air. <b>(Continues to grow)</b></li> <li>• Accomplish a vast majority % of component and parts repair ‘In-House’</li> <li>• Accomplish Narrow body Heavy Checks In-House</li> <li>• Accomplish Minor and Major repairs (including structural damage) on all ACFT Types.</li> <li>• Continue to staff future destinations if / when the destination has a workload of 8 hours of work in a day, 5 days per week. (SEA, PDX, LAX, LBC, OAK, SMF) All new stations opened and staffed with IAM mechanics in the last 3 years. (150+ IAM Mechanics now on the West Coast.) This list and Mechanics will <b>continue to grow</b> under the IAM agreement.</li> <li>• Strong IAM language: <b>It is the Company's intent to utilize all its equipment, existing facilities' and technical skill to perform the work in its own organization.</b></li> </ul>	<p>The much-minimized AMFA scope language <b>ALLOWS</b> the Company to maintain an advantage: allowing Alaska to:</p> <ul style="list-style-type: none"> <li>• Staff a low 4:1 Mechanic to Aircraft Ratio for their entire operation.</li> <li>• Staff Mechanics at only approx. 22% of U.S. destinations serviced by AS 737 ACFT. (78% of destinations outsourced to a vendor <b>including Hawaii's 25 plus daily flights</b>)</li> <li>• Send all components and unserviceable parts to a vendor for repair.</li> <li>• Send 100% of Heavy MX Checks to a vendor. (In 2004 Alaska shut down its Oakland Hanger and sent all Heavy Check work to a vendor impacting 300+ AMFA Mechanics).</li> <li>• This work is contracted out.</li> <li>• No such language exists in the AMFA contract to grow the workforce. <u>The Company is protected by the AMFA agreement of not being required to staff any future growth destination stations, or any current ones that is not staffed today with AMFA mechanics, no matter how big it gets. (25+ daily flight to Hawaii and not a single AMFA Mechanic here in Hawaii.</u></li> <li>• Weak AMFA language: <b>Contract out work for which the Company's cost exceeds the vendor charges.</b></li> </ul>

**IAM****AMFA**

Job protection / No Furlough protections is also part of having a strong Scope as protection is built into the language, whereas a weak Scope does not. Although the AMFA reps have tried to paint a false security picture that the IAM has no job security, **furlough protection for the IAM workforce is clearly part of the IAM scope language whereas there is no furlough protection in the AMFA scope**

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| <ul style="list-style-type: none"> <li>To the extent that contracting out is permitted by this agreement, no work shall be contracted out by the Company unless the Company can demonstrate it will not result in a lay-off of any IAM employee.</li> </ul> | <ul style="list-style-type: none"> <li>No such language in <b>Art. 2 Scope</b>.</li> </ul> |
|---|--|

AMFA had to re-negotiate protection in a separate letter (#9), which is not part of the work scope, and which only protects the AMFA mechanics who were hired prior to that date they voted to accept the new agreement. Any AMFA mechanics hired after 10/17/2023 has no job security / no furlough protection. Inspectors assigned to the MRO MX facility where Alaska contracts out their Heavy Maintenance are also not protected. AMFA is forced to negotiate to try to get this protection every new agreement.


**LETTER OF AGREEMENT #9**

- The Company will not subcontract out any scheduled line maintenance work **currently performed by AMFA employees**. (Only applicable to Stations AMFA mechanics were stationed on 10/17/23. **Does not apply to future or current stations not staffed**,
- The Company will not reduce in force, furlough and/or lay off any **Employees covered by the CBA at the date of ratification** (“Job Security”); provided however, this Paragraph **will not apply to Employees staffed at heavy maintenance vendor locations**.
- The Job Security set forth herein will continue in full force and effect until the date upon which a successor CBA is ratified, **and unless extended or renegotiated by written agreement of the Parties, will terminate upon ratification of any successor CBA.**

- The IAM furlough protection is part of the IAM Scope language and there is no “poison pill” attached to it. It does not have to be renegotiated in the next or every future agreement. They Company does not hold the advantage on furlough protection, the Union does.
- The AMFA protection, (including that line maintenance work in the 1<sup>st</sup> bullet point above) the Company absolutely holds the advantage it clearly states that **“unless extended or re-negotiated” this protection will terminate when a new agreement is done.** (poison pill attached)

The IAM’s Scope is far and away the much superior between the two. It forces the Company to grow the Mechanic workforce as the Company grows. Growth brings more premium positions such as Leads and Inspectors. It creates more day shift and weekends off, it opens more vacation slots, it opens new destination stations to move to. It strengthens the Union... AMFA Scope does not compare!!!

**“The Strength of the IAM Scope Language protects your Job”**

 <b>IAM</b>	<b>AMFA</b>
<b>Premium Positions</b> <ul style="list-style-type: none"> <li>A Lead Inspector position is required <b>when 3 or more</b> Inspectors are on duty and the max a lead can have under a crew is 9. <b>(Shift overlap is included in determining requirement)</b></li> <li>A Lead Mechanic is required on every shift/bid location. <b>If only one on duty, it is a lead position.</b></li> </ul> <p>Lead Mechanic <b>crew limit is 11:1 ratio</b></p>	<b>Premium Positions</b> <ul style="list-style-type: none"> <li>A <b>Lead Inspector</b> position required only <b>when 4 or more</b> Inspectors are on duty <b>on the same shift</b>. No limit to number of Inspectors under one lead</li> <li>A Mechanic or Lead can be upgraded to perform Inspector Duties.</li> <li>A <b>Lead Mechanic</b> is required only when <b>(7) mechanics</b> who are all on the same shift (6 on duty for the Avionics shop only)</li> </ul> <p>Lead Mechanic <b>crew limit is 15:1 ratio</b></p>
<b>Premium Positions Pay Progression</b> <ul style="list-style-type: none"> <li>Leads and Inspectors have a “one step” pay rate which currently is \$3.07 above a topped-out mechanic for Leads and \$3.45 above a topped-out Mechanic for an Inspector. 8 years pay progression does not apply. (Applies also when a Mechanic is upgraded to a Lead.)</li> </ul>	<b>Premium Positions Pay Progression</b> <ul style="list-style-type: none"> <li>Leads and Inspectors do not have a “one step” pay rate. Currently they receive \$2.75 an hour above their current base rate based on their years of service.</li> </ul>
<b>Shift Realignments (Re-bids)</b> <ul style="list-style-type: none"> <li>Re-bids are not required for changes in start times of 45 minutes or less. 1 hour or more change, than a re-bid is required.</li> </ul>	<b>Shift Realignments (Re-bids)</b> <ul style="list-style-type: none"> <li>Shift Realignments are not required for changes in start times of 2 hours or less. More than 2 hours, than a re-bid is required</li> </ul>
<b>Late Lunch Penalty</b> <ul style="list-style-type: none"> <li>Paid 1/2 hour @ O/T 1.5 rate of pay.</li> </ul>	<b>Late Lunch Penalty</b> <ul style="list-style-type: none"> <li>Paid 1/2 hour @ Straight time rate of pay.</li> <li>Night shift only paid lunch</li> </ul>



**IAM**

**Overtime**


- Pay is computed to nearest Quarter Hour, with a minimum of 1/2 hour pay for an 8-hour shift and a minimum of 1 hour for a 10-hour shift.
- Rest period after having worked O/T is 10 hours of required rest (12 hours if worked 24 hours)
- Overtime is awarded by equalization system
- Overtime is awarded by equalization system and does not allow the Company to by-pass an employee who would receive 2X rate of pay.
- When an employee is recalled to work, will not be paid less than 4 hours pf applicable O/T pay
- If employee works on day off, shall be paid no less than the minimum of either 4 or 8 hours.
- Company **cannot** Impose Mandatory O/T to an employee on a day off.
- An employee who is on their last scheduled duty day or already on O/T cannot be subject to Mandatory Overtime.
- An employee on Mandatory O/T shall be reimbursed for certain expenses such as missed medical appointment fees or additional childcare costs.
- 3X rate of pay for certain rest periods worked.

**AMFA**

**Overtime**

- Pay is computed in by 6-minute increments.
- Rest period after having worked O/T is 8.5 hours of required rest.
- Overtime is awarded by Seniority (but....)
- Company allowed to utilize all employees on 1.5 rate of pay before utilizing employees on 2X rate of pay. (Seniority does not matter)
- When employee is recalled to work, will not be paid less than 2 hours of applicable O/T pay.
- If employee works on day off, shall be paid no less than 5 hours unless employee agrees to work less than 5.

Company **can** impose Mandatory O/T to an employee on a day off.

 <b>IAM</b>	<b>AMFA</b>
<p><b>Holidays</b></p> <ul style="list-style-type: none"> <li>• 9 paid Holidays + Birthday paid off.</li> <li>• Holiday pay is 2.5 rate of pay <b>when</b> Holiday is worked</li> <li>• If the Holiday falls on the Employee's Day off, the <b>employee's first day back to work will be observed as the Holiday</b> and the employee will receive 2.5 rate of pay for that 1<sup>st</sup> day back to work. <b>(Employee will get 9 days of 2 ½ rate of pay regardless of scheduled days off)</b></li> </ul>	<p><b>Holidays</b></p> <ul style="list-style-type: none"> <li>• 10 Paid Holidays</li> <li>• Holiday pay is 2.5 rate of pay <b>if</b> Holiday is worked</li> <li>• If the Holiday falls on Employee's Day off, the <b>employee will receive straight time pay for the day off.</b> (Depending on employee's days off, employee may get less than 10 days paid @ 2 ½.) <b>(4 Holidays in 2025 will fall on a Monday, an employee off on Mondays will only get 6 days paid @ 2 ½ rate, not all 10.)</b></li> <li>• Employees allowed to bank holiday pay and defer that pay for another day.</li> </ul>
<p>The IAM does not lose premium pay if the Holiday is observed on the employee's day off, they will get 9 days paid @ 2 ½ rate of pay whereas depending on the AMFA mechanics days off, some will not get paid all 10 days @ the 2 ½ rate of pay. The IAM Birthday is a paid day off and the AMFA will have to use bank hours to pay for their birthday off.</p>	
<p><b>Seniority</b></p> <ul style="list-style-type: none"> <li>• Seniority by Work Classification</li> </ul>	<p><b>Seniority</b></p> <ul style="list-style-type: none"> <li>• Seniority is by basic mechanic date only, applied to all positions.</li> </ul>
<p><b>Leave of Absence</b></p> <ul style="list-style-type: none"> <li>• In the event of the death of a member of an employee's immediate family. An employee will be given 3 days of paid bereavement leave if death was in State or 5 days paid leave if death occurred out of State of the employees work domicile.</li> <li>• An employee returning from an authorized LOA shall be returned to the job held when leave was granted. If the job no longer exists, <b>he will have the right to bump into any shop, shifts or days off.</b></li> </ul>	<p><b>Leave of Absence</b></p> <ul style="list-style-type: none"> <li>• Will have to draw from sick leave bank.</li> <li>• An employee returning from an authorized Leave of Absence will be returned to the position held prior to going out on LOA. If there is a shift realignment during time of the LOA, the employee must keep manager informed of their bid preference. If employee fails to do so, upon return, <b>he will be assigned to a position until the next shift re-alignment.</b></li> </ul>



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AMFA

**Vacations**

- In the IAM agreement, the progression between weeks is **awarded at the start of years 5,11,18,24,30.** \* **The start of year 5 is the Completion of year 4.** \*\***The start of year 11 is the Completion of year 10.** etc....
- **Maximum Vacation Accrual is 7 weeks.**
- Can carry over 40 hours per year but allowed to carry over 2 years max if planning to avail oneself in the following year but must notify Company if plans to avail.
- The Company cannot cancel an employee's vacation but can seek volunteers. If employee agrees, they shall be paid in lieu thereof for the cancelled vacation@ 1.5 rate of pay and vacation hours will be credited back into the vacation bank.

**Vacations**

- In the AMFA agreement, the progression between weeks is awarded **after Completion of years 4, 10, 18 and 24.** \* **Completion of year 4 is the start of year 5.** \*\* **Completion of year 10 is the start of year 11.** etc.....
- **Maximum Vacation Accrual is 6 weeks.**
- Can carry over 3 years of annual Vacation
- Contract gives Alaska the right to cancel an employee vacation

**Either the AMFA reps deliberately tried to mislead the vacation accrual rates to make it seem as though they accrue vacation at a rate faster than the IAM does, or they simply do not understand their own contract. Progressions from new hire to 17 years are the same and both earn and progress at the same pace.** The first difference happens @ year 18 where the IAM will have 5 weeks at the start of year 18 whereas the AMFA will have 5 weeks of vacation after completion of year 18 (which is the start of year 19) and again at year 24 where the IAM will have 6 weeks at the start of year 24 whereas AMFA has to complete year 24 to get 6 weeks (which is the start of year 25).



**IAM**

**AMFA**

### **Medical Insurance**

- Medical Insurance cost the employee pays 12% of the monthly premium
- Max out of pocket cost for all qualified medical expenses for all qualified employees and dependents **combined is \$1500. Any cost over \$1500 in a year is reimbursed to the employee**
- Prescription Drug costs:  
\$2 for Generic and \$5 for Brand
- Chiropractic/Acupuncture/Massage Included
- Company will pay 100% of coverages cost for 1 year after exhausting sick leave or occupational leave. After one year of no cost, the employee can continue all coverages for an additional year at the employee cost of an active employee. At the 3<sup>rd</sup> year the employee may pay his own premiums at the Company cost
- Company will pay 100% of coverages cost for 1 year after exhausting sick leave or occupational leave. After one year of no cost, the employee can continue all coverages for an additional year at the employee cost of an active employee. At the 3<sup>rd</sup> year the employee may pay his own premiums at the Company cost
- If the employee returns for full duty for 90 days or longer, the clock re-sets at that point regarding the above 2 bullet points.
- Long Term disability benefits also offered to employee if sick leave bank is exhausted for a maximum of 5 years.

### **Medical Insurance**

- Medical Insurance cost the employee pays 20% of the monthly premium
- Allows for coverage for dependents over age 26 who are incapable of self-support.
- Max “out of Pocket cost is:  
\$2000 for an individual Coverage(in-network)  
\$4000 for Family (in-network)  
\$3000 for an Individual (out – network)  
\$6000 for family (out -network)
- Prescription Drug costs:  
\$10 / \$20 for Generic and \$25 / \$50 for Brand
- Chiropractic Care Included
- Emp. On Leave of Absence (including medical leave) may elect to continue medical / dental coverage by paying to the Company the monthly fee covering the cost of COBRA.
- Employees on workers comp **after exhausting all injury and sick leave**, will have their Medical and Dental insurance paid by the Company for only 90 days. Coverage. (additional 30 days added in 2023)



IAM

AMFA

**Retiree Medical Benefits (eligible @ age 55)**

- If an employee retires between the ages 55 and 60 with 30 years or more years of service (85 points) The Company will pay one-half (1/2) the cost of the medical insurance (including spouse) until the employee reaches age 65.
- **(Eligible @ age 60)** If an employee retires between the ages of 60 and 64 with 30 or more years of service (90 points), the Company will pay 100% the cost of the medical insurance (including spouse) until the employee reaches age 65.
- **Health Reimbursement Account.** An employee who is at least 40 years old and has had 10 years of service will receive 25% of their sick leave balance calculated at applicable pay rate, credited to a Health Reimbursement account (HRA) to use for any health-related costs which is tax free.

**Retiree Medical Benefits (eligible @ age 62)**

- Employees who Retire between age 62 up to age 65 may trade accrued, unused sick leave to offset monthly health care costs for themselves and eligible dependents at the rate of 25 hours of accrued sick leave per one month until the retired employee reaches age 65. (Also includes spouse eligible family members with a 5-year max.)
- Employees who **Retire @ Age 65 and older may** trade unused sick leave for a one-time lump payment @ 25 hours per month to help offset costs of medical coverage for the retired employee's spouse and or eligible dependents only. (the amount eligible depends on the age of the spouse or until eligible dependents reach age, whichever happens first.) Does not apply if retiree is not married, does not have eligible dependents or spouse is 65 or older.

**Maintenance Control**

- Unique scheduling agreement to maintain 12-hour shifts of 4 on followed by 4 off day schedules.
- Allowed to Float 6 of their 9 Holidays

**Profit Sharing**

- Will participate in the Alaska Air Group Performance Based Pay (PBP) plan with a target payout of 5% of eligible earnings.

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