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Legal Department

July 8, 2025

Re: IAM Response to AMFA's Application and
Carrier's Initial Position Statement
Alaska / Hawaiian / AMFA / IAM
NMB File No. CR-7265

Via E-File: OLA-efile@nmb.gov

John S.F. Gross, Investigator
Andres Yoder, Investigator
National Mediation Board
1301 K Street, N.W., Suite 250 East
Washington, D.C. 20005

Dear Mr. Gross and Mr. Yoder:

On behalf of the IAM Union ("IAM" or "Organization") this is IAM's position statement in response to Alaska Airlines, Inc.'s ("Alaska" or "Carrier") initial Position Statement filed on June 10, 2025, in connection with the application filed by the Aircraft Mechanics Fraternal Association ("AMFA") requesting a determination that Alaska Airlines and Hawaiian Airlines, Inc. ("Hawaiian") constitute a single transportation system for the Mechanics and Related Employees craft or class.

The IAM appreciates the Board's extension of time to respond and respectfully submits the following.

I. Position on AMFA's Application

The IAM does not oppose AMFA's application for a single transportation system determination. However, the IAM disputes AMFA's stated number of Mechanics and Related Employees attributed to the IAM at Hawaiian as stated on page 2 of AMFA's May 12 letter. The IAM believes that the employee counts provided by the Carrier more accurately reflect the number of IAM-represented employees at Hawaiian, and should be relied upon by the Board.

II. Background and Carrier's Submission

AMFA submitted its application to the Board on May 12, 2025, requesting a determination that the post-merger Alaska-Hawaiian operation constitutes a single transportation system for Mechanics and Related Employees. The Carrier's June 10, 2025, response confirmed that it does not oppose AMFA's application and supports a finding of single transportation system status for this craft or class.

The Carrier explained that the implementation of the merger agreement began on December 2, 2023, and that it notified the Board of its integration efforts on November 5, 2024. The Carrier explained that implementation of the merger agreement began on December 2, 2023, and that the Board was notified of integration efforts on November 5, 2024. Since then, the Board has issued single transportation system determinations for Flight Attendants¹, Pilots², and Clerical, Office, Stores, Fleet, and Passenger Service Employees³.

Moreover, in response to the Board's questions, the Carrier confirmed that:

- AMFA is the certified bargaining representative for Mechanics and Related Employees at Alaska (NMB Case No. R-6572); and
- IAM is the certified bargaining representative for the same craft or class at Hawaiian (NMB Case No. R-2401).

The Carrier reported that as of June 6, 2025, there are 1,052 AMFA-represented employees at Alaska and 943 IAM-represented employees at Hawaiian. The IAM agrees that these figures are an appropriate count of the number of employees in the Mechanics and Related craft or class on each respective system and are appropriate for the Board's consideration.

While the Carrier did not take a position on whether the job classifications under the existing collective bargaining agreements are properly part of the Mechanics and Related craft or class, it reserved the right to address classification placement following a Board determination under NMB Representation Manual §19.6.

III. IAM's Position on Craft or Class

The IAM affirms that all job classifications listed in its collective bargaining agreement with Hawaiian fall squarely within the Board's recognized craft or class of Mechanics and Related Employees. These positions are enumerated in Article 4 – *Classification of Work*, included in Carrier's Exhibit B, which also references the required qualifications for each position.

Should either the Carrier or AMFA challenge the inclusion of any classification in the IAM agreement, the IAM reserves the right to respond substantively and to assert a formal position regarding the inclusion of all relevant job titles, including any additional positions that properly belong within the scope of this craft or class.

Consistent with NMB Representation Manual §19.6 and the Carrier's position, the IAM agrees that the question of job classification placement within the craft or class is appropriately addressed after the Board determines that a single transportation system exists.

¹ *Alaska Airlines, Inc./Hawaiian Airlines, Inc.*, 52 NMB 112, 127 (2025)

² *Alaska Airlines, Inc./Hawaiian Airlines, Inc.*, 52 NMB 143, 156 (2025)

³ *Alaska Airlines, Inc./Hawaiian Airlines, Inc.*, 52 NMB 167 (2025)

IV. Conclusion

The IAM concurs with the Carrier that Alaska and Hawaiian now operate as a single transportation system for the Mechanics and Related Employees craft or class. The Board should issue a finding to that effect, consistent with its prior determinations for other affected crafts and classes arising from this merger.

Respectfully submitted,

By: Connie Vallas

Connie Vallas

Associate General Counsel

cc: J. Carlson, Air Transport Coordinator
T. Regan, Airline Coordinator
J. Coveny, President Directing General Chair

CERTIFICATE OF SERVICE

The undersigned certifies that a true copy of the International Association of Machinists and Aerospace Worker's (IAM) July 8, 2025 IAM Response to AMFA's Application and Carrier's Initial Position Statement was emailed to the following parties this 8th day of July, 2025.

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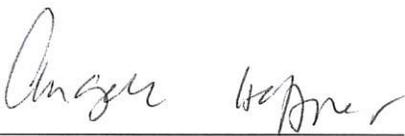
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