



**IAM**  
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## **McGee Air Services Reliability Pay Program Update**

Dear Sisters and Brothers:

McGee Air Services' decision to eliminate the Reliability Pay Program at SEA effective March 1, 2026—and across the company—is nothing short of a deliberate step backward in valuing its workforce. This move disregards the commitment and reliability of employees who have upheld McGee's operational standards and sends a clear message: management is willing to take money out of workers' pockets without regard for the consequences on morale or performance.

This program has been instrumental in promoting attendance, reliability, and operational consistency. Eliminating it without offering any alternative incentive demonstrates a disregard for the very employees who have upheld McGee's standards and contributed to its success.

While the Company claims the right to eliminate this program because it was not included in the collective bargaining agreement, our members need to understand exactly what this means:

In the last two rounds of negotiations, the Union sought to have Reliability Pay included in the wage scale so it would be protected under the contract. McGee refused, and now it is clear why—they wanted the ability to take this pay away whenever they saw fit.

The Union did not agree to, request, or support this change. The fact that the Company created this program outside the contract and is now removing it underscores why enforceable, negotiated language matters. This action is a stark reminder that anything not secured in the contract can be taken away at management's discretion.

IAM District 142 will not ignore the impact this decision has on our members. We will continue pressing the Company on compensation issues and will strongly consider how this and similar programs are addressed in future bargaining.

If you have questions or concerns, contact your steward or union representative. Stay informed, stay united, and remember: our strength comes from standing together and demanding accountability from management.

Sincerely and fraternally,

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

Jason McAdoo  
General Chair

Justin Bates  
General Chair

JMC/et al/td

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
J. Carlson, Airline Coordinator, Air Transport Territory  
D142 Executive Board

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