

April 5, 2010

Alaska Airlines—COPS

10-10

IAM Air Transport District 143 Negotiations

Negotiators' Report For Week Ending April 2, 2010

This week your negotiating team did not meet with the Company as they were unavailable. Instead, we went out on the road for more station visits. We split up into two teams to cover more territory and were then able to visit SIT, KTN, WRG, PSG, SFO and SJC. With the flying time and the face-to-face visitations at the stations, our days were filled from morning until evening. However, we were once again assured that our focus at the bargaining table is on point in representing our membership. We appreciate that reassurance and want to thank all of those who took the time to talk with us.

For those members that might not be aware, the operation at WRG and PSG is unique to the rest of our system. The agents at the two locations have a multifaceted responsibility. They perform not only the Customer Service function but the Ramp, Air Freight and Departure Coordinator functions. The flying time between WRG and PSG is approximately 20 minutes—not much time to work out weight and balance with our Centralized Load Planners in SEA. Teamwork and experience is key in working at these two stations.

There were some very good comments made by our members this week, both at the stations and via emails. Agents are becoming more familiar with the openers that are posted on the District 143 website, and shared their opinions and concerns about them. Listed below are this week's subjects.

Topic - Company Select for Lead Agents and elimination of the minimum/maximum requirement for having a lead on duty.

Response - Overall, the response was unanimous. Members were not interested in having the Company choose who the leads are. There is a bidding procedure with a probation period in the contract, and that should be followed. We need to maintain the minimum and maximum language as it provides a protection to assure lead coverage and jobs.

Topic - Job Security

Response - This is an absolute necessity. It doesn't do us any good to get a pay raise if we don't have jobs. (This continues to be in the forefront of our members' concerns no matter where we go!)

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UNION LABEL



10-017

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Topic - What? No 1st step grievance process? And the Union has to pay for all time that shop stewards do any work on the property?

Response - Our members do not want to lose the 1st step grievance process, nor the opportunity to work out local issues with the local management. If the Union has to pay for lost time for the shop stewards to help the members at the bid location, the members feel they would lose their right to union advocacy at the local level. Isn't this a union-busting tactic?

Topic - Company Uniforms.

Response - We need a review of the basic company uniform. Having a layered look would be more practical so agents in both hot climates and cold climates could dress more comfortably. Also, the description of uniforms needs to be revised to include Station Agents who actually wear ramp uniforms. They need gloves, rain gear and other items to be part of the replacement that the Company provides. Wearing a blazer while loading/unloading igloos is just not the right fit. Frequently, we are hearing that agents have uniform pieces hanging in their closets that are unworn and with the original tags still on them. Perhaps an update of this language would eliminate this cost and allow the agents to maximize the pieces that are worn.

Topic - Why is the Union asking to reduce the percentage of part-time in the contract from 40% to 25%?

Response - For many years the Company's business model was based on 25% part-time even though there was language that allowed 40%. Recently, with furloughs, that has increased to 33%. Full-time agents who are reduced to part-time are struggling to meet their financial obligations. In addition, the insurance premiums increase to the employee when s/he goes from full-time to part-time. In the state of California, members cannot turn down a part-time job and then be eligible to collect unemployment. The philosophy of the Union has always been to provide a living wage for our members. We would like to see the Company's business model return to a 25% part-time workforce.

Topic - Will the Departure Coordinator job duties be included in the new contract?

Response - The Union has a proposal to discuss this new addition of job duties and whether or not it is a separate job classification. By visiting and talking to our members around the system, we have discovered that there are a variety of ways in which this new job is performed. We are anxious to talk to the Company on this topic. The size of the operation should be considered when working out these details.

Topic - Since Letter #12, in the back of the book, is due to expire July 19, 2010, does that mean that the Company could close stations and turn the operation over to Horizon Air?

Response - The Company already did that to Reno in April 2008.

Topic - Did anyone express to the Company that sending two letters to our homes and running articles in the Alaska's World and in the Services Online Training areas about their disappointment in our work group is insulting? The decision to turn down the contract extension was the majority rule and should be respected.

Response - Yes.

Fraternally and in solidarity,



Stephen M. Gordon
President/Directing General Chair

Negotiating Committee Members

Jackie Fay, General Chair

Joe Shultz Sandy Field

Bea Knott Kiana Peacock Jeff Tobius (LL 2202)