

IAM  
Air Transport District 143

# Negotiations

May 28, 2010  
Alaska Airlines  
10-17

## Negotiators' Report For Week Ending May 28, 2010

The Union Committee spent this week preparing for face-to-face negotiations which will be held the week of June 1. The Company has requested we conduct discussions on **Article 4, Classification of Work**, where the Company opens propose to eliminate bidding between the Clerical and Agent divisions, remove quotas from the lead classifications, include Company selection of all job bidding, and allow Management Assist system wide.

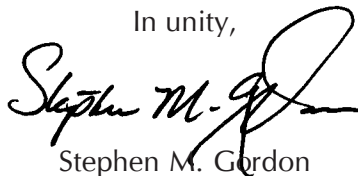
An overwhelming concern is the Company's opener and insistence of "**Job Select**" in place of job bidding by seniority. During our station visits, and from the survey results and emails received, we have heard you loud and clear on this subject. The Union is NOT interested in Company Selection. We have been down this road before. The 1999 COPS Agreement eliminated the Company Select process because it was not successful. We do not want to return to this unsuccessful procedure. We really want the Company to manage training programs for all classifications and utilize the probationary process. These management tools were agreed to by both the Union and the Company in 1999. Company Select undermines the Union's seniority system. The Company needs to show us where this process isn't working. The Union's philosophy is to give all members an equal opportunity to apply for jobs under our agreement and to level the playing field. Allowing everyone to bid for these jobs based on their seniority eliminates the Company's flawed subjective methods.

The Company's opener to have **Management Assist** was a program that was not successful under our current agreement. It was introduced in the ratification of our agreement in July 2006. It had a sunset clause which the Company and the Union agreed could be exercised by either party if the program was not working. The Union exercised their rights in January 2008 and terminated Management Assist. We do not want to allow the Company to do bargaining unit work and further diminish our job security.

Again, in 1999, the bridge for the Clerical and Agent divisions was made available to allow agents in both divisions to job bid and maintain seniority. We cannot think of one good reason to revert back to a method that would eliminate this ability.

Stay Union strong!

In unity,



Stephen M. Gordon  
President/Directing General Chair

Negotiating Committee Members  
Jackie Fay, General Chair

Joe Shultz    Sandy Field    Bea Knott    Kiana Peacock    Jeff Tobius (LL2202)

asnegotiations@iamdl143.org



10-030

**POST!**  
On all IAMAW  
Bulletin Boards

[www.iam143.org](http://www.iam143.org)