



# Negotiating Committee

Alaska Airlines Master Executive Council



January 21, 2022

Fellow pilots,

This week we began negotiations in the presence of a mediator, Mike Tosi, assigned by the National Mediation Board. As you may recall, the company stated it was filing for mediation with the intention of moving negotiations to a conclusion.

We met for three days with a focus on scope, work rules, and training. We began by delivering an outline of key scope subjects that need to be addressed to move mediation forward, and that highlights the importance of job security to Alaska pilots. The Company will be responding to that outline at our upcoming mediation scheduled for February 9-11.

Section 11 [Training] was completed pending pay components being discussed as part of a later economic proposal. Mediation did not result in meaningful progress related to work rule improvements, and we reached no new agreements. Our proposals covered Reserves, Cancellation Makeup, Average Daily Guarantee, and Trip Construction; but once again, management's proposals reflect their desire to "sand around the edges" of our current unsatisfactory contract structures rather than make meaningful improvements using the proven and durable market-based solutions we have proposed. We were clear that we need to see proposals that reflect strong commitments and comprehensive solutions - not half-hearted fixes that fail to fully address current problems.

We cannot report that management acted differently, bargained meaningfully, or engaged fully on the critical issues identified by Alaska pilots. We hope that our upcoming session on scope paints a different picture. If past performance is any guide, the company may send an email discussing how eager they are to move mediation to a conclusion, and how hard they are working to address issues you've raised. If we see any indication of that in proposals we receive, we will be the first to tell you. On Tuesday, we recorded a podcast episode discussing this and other things one might expect from management as well as what it means to be in mediated negotiations. These communications complement each other and we hope you read and listen to both.

If you are looking for a way to help your fellow pilots achieve a new contract, there will be all-base informational picketing on April 1, the second anniversary of our CBA's amendable date. If you are not working, your presence will provide the show of unity we need to demonstrate the resolve of this pilot group to the company. We look forward to seeing you there.

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