

ALASKA AIRLINES FLIGHT ATTENDANTS

Strike Vote Information





contract2022.afaalaska.org



January 1, 2024

For over a year, we have fought at the bargaining table for a contract that recognizes our value as Flight Attendants at Alaska Airlines. It's time to take the next step in our fight for a new contract. That step is a strike vote.

The proposed merger with Hawaiian Airlines will not distract or delay our fight for our contract. In fact, it's more important than ever that we raise the standard for our careers. We will be strategic and use our leverage in this merger to secure an industry leading agreement. Management's actions have made it abundantly clear that they have the money. It's time to Pay Us or CHAOS™.

Alaska management proposes pay that would leave us lagging the industry and result in making us fall further and further behind in the future. Enough. Management must understand that Alaska Flight Attendants are unified in getting the contract we have earned.

Our negotiations have hit a critical stage. Membership solidarity and support is critical. We remain apart on essential points: our right to fly our trips without being rescheduled, fair pay for all hours worked, top of industry pay, and other quality-of-life improvements.

We have heard from so many of you that the combination of management disrespect, COVID, passenger rage, and poverty wage rates has made our lives almost unlivable. Instead of recognizing this, management proposes increasing our duty day and expanding 4K flying. Unity is power. With one voice, we will tell management that **WE ARE NOT BACKING DOWN**. Our Time is Now!

Our pilots voted 99% YES to authorize a strike in 2022. Now, it's our turn. We encourage you to vote YES for the strike authorization vote. **Together, we will win our fight for the contract we deserve.**

In solidarity,

Jeffrey Peterson
MEC President

Tim Green
Council 18 LEC President

Steve Maller
Council 39 LEC President

Brian Palmer
MEC Vice President

Paula Isla-McGill
Council 19 LEC President

Sandra Morrow
Negotiating Committee Member

Linda Christou
MEC Secretary-Treasurer

LeiLauni Scheideman
Council 30 LEC President

James Bozanich
Negotiating Committee Member

Brice McGee
Council 15 LEC President

Melissa Osborne
Council 35 LEC President

Kiara O'Bryant
Negotiating Committee Member

Key Dates

Wednesday
January 3



Voting Credentials Mailed

Monday
January 8



Voting Opens at 12 PM ET

Tuesday
January 16



Strike Vote Roadshows

Saturday
January 20

Tuesday
February 13



Voting Closes at 3 PM ET

Credentials will be mailed to each AFA Member.



Important: Once you vote, you cannot change your vote!
Get your questions answered before voting.

In This Booklet:

Strike Vote Information for Alaska Airlines Flight Attendants

- What's at stake
- Where we are in the Negotiations Process
- Negotiations Process under Section 6 of the Railway Labor Act
- AFA's trademark brand of striking known as CHAOS™
- Strike Vote Q & A

What We Are Fighting For

Industry-Leading Compensation

This includes pay rates, rigs, boarding pay, and pay for ground time

Open Time Improvements

Fixes for the current disastrous system and day-for-day trading restored

Scheduling Improvements

An end to rescheduling lineholders after check-in

An End to Reserve Abuse

Reform ER Reserve provisions

Vacation Improvements

Restore 6th week of vacation, increase vacation pay, improve trading

Commuter Policy

Include loads as an allowance under the policy

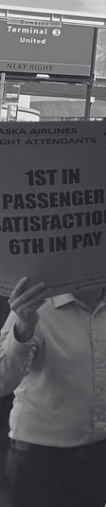
Fighting Back Against Management Demands

Saying NO to:

- Increased duty day
- Increasing to 4+K trips

Other Important Issues

Detailed listing at contract2022.afaalaska.org



We are past ready for a contract and are willing to do what it takes to secure our economic future.



Where We Are In The Negotiations Process

DIRECT NEGOTIATIONS

Started September 2022 →

Exchange of Openers

Direct Negotiations

Request for Mediation

Agreement Reached

MEDIATION & ARBITRATION

We Are Here →

Mediation

Agreement Reached

Proffer of Arbitration

Binding Arbitration

Proffer Rejected

IMPASSE & SELF HELP

Cooling Off Period

Agreement Reached

Work Stoppage/Imposed Work Rules

Presidential Emergency Board





Negotiations Steps Under the Railway Labor Act



Direct Negotiations

The first step in the negotiations process is direct discussions between management and the Union. The parties pass proposals back and forth. If an agreement is reached, and if the Members approve it, it becomes the contract. If no agreement is reached, either party may petition the National Mediation Board for mediation.



The Mediation Process

Mediation & the National Mediation Board (NMB)

When progress stalls, either the Union or management may file for mediation. AFA and management filed for mediation in August and our bargaining is currently in mediation.

The NMB is the federal agency that oversees our negotiations. The NMB assigns and directs the professional mediators who assist the parties when negotiations break down. Our assigned mediator sits in on negotiations sessions with us.

The mediator establishes when and where the parties will meet and may recess a case from time to time if they deem appropriate.



There is no time limit for the mediation process. During mediation, we rely on our solidarity to put pressure on management and encourage progress. If management knows we are united, they will want to reach an agreement rather than deal with the consequences of not reaching an agreement.

Mediation continues until a full tentative agreement is reached or until the NMB determines that further mediation would be pointless because the parties are at impasse. Impasse occurs when the NMB believes that neither party will make any further moves. Throughout the process, and especially as the mediator evaluates the status of our talks, a public showing of our solidarity is absolutely critical. Through our collective action management, and the mediator, must understand clearly that we stand firmly behind our Negotiating Committee and that we are demanding a great contract with Alaska.

When the NMB believes that the parties are at impasse, the Board makes a Proffer of Arbitration to the parties, proposing to resolve the remaining issues through binding arbitration. Typically, one or both parties (though almost always the Union) lobby the Board for the Proffer. This is not because we actually want arbitration but because it is simply the next step in the process.

If both parties did accept the Proffer, then the NMB would appoint a panel of arbitrators. AFA and management would present their positions, and the arbitrators would decide what the new contract would be. This process is binding, and the new agreement would be imposed on both parties without a ratification vote.


Since control is taken away from the parties, unions rarely accept this option. Although other unions may occasionally accept a Proffer, AFA has never done so. If either side rejects the Proffer of Arbitration, the NMB releases the parties from mediation to a 30-day cooling off period—the countdown to Self Help: The ability to strike.



The 30-Day Cooling Off Period

The 30-day cooling off period is designed to give the parties time to consider the consequences of failing to reach an agreement and to continue mediated negotiations. The NMB uses the mediation process to help the parties reach agreements and to avoid a resort to Self Help whenever possible.

The end of the cooling off period is commonly referred to as the “strike deadline.” During the cooling off period, the NMB invites the parties to further mediate the negotiations. These meetings are often referred to as “super mediation” and are usually attended by one of the three members of the NMB. Generally, the meetings are called at or near the end of the 30-day cooling off period. The Self Help deadline provides a new incentive for the parties to reach an agreement. Both parties feel the pressure of Self Help: If they have not reached an agreement by the deadline, either party can begin Self Help.



Alaska

? What Is Self Help?

For the Union

Self Help means engaging in activities that may inflict economic harm on the Company, up to and including CHAOS™ Striking.

For the Company

Self Help includes the right to unilaterally impose their changes to our Contract, or to lock us out (that is, prevent us from coming to work—in effect, a reverse strike).



Presidential Emergency Board

At any time during the 30-day cooling off period, the NMB may notify the President of the United States that, in its judgment, an agreement cannot be reached and that a strike may threaten to substantially interrupt interstate commerce and transportation. The President may then interrupt the 30-day cooling off clock and appoint a Presidential Emergency Board (PEB). The PEB is a panel of arbitrators which has 30 days to conduct hearings with the parties. The hearings are similar to the binding arbitration discussed above. The PEB then issues a proposed settlement (in other words, what they think the contract should look like). If either party rejects the proposed settlement, the countdown clock continues.

Finally, Congress may also intervene and mandate an Agreement legislatively—actually vote into law what our contract will be. This drastic power has never been used in our industry, but it is yet another reason we work to elect presidents and members of Congress who understand the importance of protecting our right to negotiate fair wages, benefits, retirement, and work rules.



AFA and CHAOS™

AFA has committed to provide Alaska Airlines Flight Attendants full information about the process of reaching an agreement under the Railway Labor Act, the role of strikes, and in particular AFA's trademarked form of striking—CHAOS™. Information is empowering and having the answers is essential.

The information below explains AFA's powerful CHAOS™ strike strategy in detail. Prior to any CHAOS™ strike, the National Mediation Board would have to release the Alaska Airlines Flight Attendants to strike following the end of a 30-day cooling off period. By law, the NMB must exhaust all opportunities to reach an agreement prior to granting a release so typically even after that point the NMB schedules more high-level meetings prior to granting a release to Self Help.



Right to Strike with CHAOS™

In the event of a legal strike, we would use CHAOS™ tactics: **implementing a strike with minimum risk to Flight Attendants and maximum impact on management.**

CHAOS™ is AFA's trademarked strategy of intermittent strikes and other non-traditional work actions. It is an integral part of our public-facing contract campaign. CHAOS™ is an important weapon in our arsenal. The United Auto Workers utilized a type of a-typical strike to secure a 33+% increase just recently.

The form CHAOS™ takes for us is unique at each carrier. Where an intermittent strike against a few flights might work best at one airline, an all-out strike for a day or a week might be the best tactic somewhere else. One of the most powerful aspects of the CHAOS™ strategy is our ability to adapt it to our company and campaign—keeping airline executives off balance with the element of surprise and taking advantage of weakness in the company's strategy.

Alaska: The First CHAOS™ Campaign

The first CHAOS™ campaign began here at Alaska when contract negotiations broke down in 1993. Management positioned the company for a strike and, after the end of the 30-day cooling-off period, imposed drastic cuts in work rules, pay and pension, and even a non-union shop. Nearly 500 office workers from the airline's headquarters were trained to take over Flight Attendant's jobs, and the company hired hundreds of additional scabs ready to go to work as permanent replacements.

AFA's 1,500 Alaska Flight Attendants weighed the effects of a traditional, all-out strike against such forceful odds. Instead, our Union turned to an innovative strategy of intermittent strikes and other work actions that would Create Havoc Around Our System, (CHAOS™), threatening to strike targeted flights anytime, anywhere and without notice. The message was straightforward: if you fly Alaska, expect CHAOS™.

The CHAOS™ Message

Thanks to CHAOS™ picketing, rallies, onboard leafleting, and nearly non-stop media coverage, passenger traffic fell dramatically before a single Alaska Airlines flight was struck. Management was forced to fly its replacement Flight Attendants on nearly every flight for almost two months, anticipating random strikes by CHAOS™ strikers. This emptied headquarters and brought a halt to all normal office work, causing further disruption to the company.



Hundreds of labor activists from other unions supported the Flight Attendants. Some wore green CHAOS™ t-shirts and leafleted passengers onboard Alaska Airlines flights, others were arrested for civil disobedience for picketing and a sit-in outside company headquarters.

The media blitz generated by CHAOS™ has since become a hallmark of our most successful campaigns. CHAOS™ overcomes media stereotypes about strikes with nearly endless coverage of the creativity, and the element of surprise, central to every CHAOS™ campaign.

Federal Court Rules CHAOS™ Legal

As our CHAOS™ campaign at Alaska Airlines gained momentum, twenty-four Flight Attendants struck seven flights targeted by AFA over a period of nine months, with no advance warning. The CHAOS™ strikers persisted despite threats, discipline and illegal suspensions. Faced with management's threat to fire the next striker, AFA won an injunction in federal court, including an order to reinstate – with full back pay – those strikers who remained on suspension. The court upheld the Union's legal right to implement intermittent strikes citing protection under the Railway Labor Act. The CHAOS™ strategy had won protection under the law.

Two weeks after the court ruled, and on the eve of another wave of CHAOS™, Alaska Airlines management capitulated and signed a new contract with AFA. Under the agreement, Flight Attendants won top-of-the-industry pay; some received as much as a 60% pay increase. Flight Attendants won major improvements in work rules, duty and rest provisions, and the Union shop clause, abolished by management eight months earlier was restored.



CHAOS™ Revisited

After CHAOS™ proved so successful at Alaska Airlines, AFA Flight Attendants have used this strategy at other airlines. At America West in 1999 and at US Airways in 2000 the threat of CHAOS™ was enough to help win contract settlements. At Midwest Airlines the Flight Attendants won a strong first contract just weeks after the end of the cooling-off period. CHAOS™ succeeded there even before a single flight was struck.

CHAOS™ provokes strong reactions from airline executives. Some have taken extreme measures to counteract CHAOS™: unbolting seats and removing them from every aircraft (to require fewer Flight Attendants); announcing they would cancel the entire schedule rather than risk CHAOS™ strikes; double crewing flights as a hedge against a walk out. Nothing they have tried has proven effective, and in the end, all have reached agreement with AFA on new contracts.

Lessons of CHAOS™



CHAOS™ works because it is creative, taking advantage of our strengths and management's weaknesses to maximize our impact and minimize our risk.



CHAOS™ works because it appeals directly to the passengers' self-interests. Traditional strikes and picket lines are often resented or ignored by the public. By contrast, passengers learn quickly from media coverage of CHAOS™ that their flight might not depart, or it might not get them home. That element of surprise forces them to alter their travel plans once CHAOS™ begins. CHAOS™ will be particularly effective at Alaska outstations.



CHAOS™ works because of our solidarity and the support we receive from our Union and from our siblings throughout the labor movement.



CHAOS™ works because it can be adapted to any situation. Intermittent strikes are just one form of CHAOS™. An all-out strike might work better in some situations. But CHAOS™ always brings an element of surprise that is not part of traditional strikes. That element of surprise makes it more powerful, and keeps management from developing an effective strategy to counter CHAOS™. Our ultimate strategy at Alaska is limited only by our creativity and our willingness to do whatever it takes.



Why A Strike Vote?

A Strong Strike Vote

A strong strike vote sends a clear message. It says that we are 100% committed to the fight for the contract we deserve and have earned. Conversely, a weak vote sends the opposite message. Which message do you want to send to management?

What a Strike Vote Means

A Strike Vote Authorization does not mean a strike will happen. Under the RLA, a strike would be illegal unless sanctioned by the NMB. A successful strike vote sends a powerful message to management that the Flight Attendants stand behind their bargaining team. That show of solidarity combined with picketing, public outreach, and other actions will pressure management to come to the bargaining table with proposals that recognize our worth. Flight Attendants and pilots have frequently taken strike authorization votes in recent years, including our pilots at Alaska who had a 99% strike vote in May 2022.

High Turnout is Essential

High turnout demonstrates unity and engagement. A strong “YES” vote of the membership alerts the media, government officials, and the flying public, that a major dispute is brewing and our concerns must be dealt with. Combined with our actions, it creates a powerful contract campaign.



Other AFA Members With A Strong Strike Vote

→ Compass

Flight Attendants at Compass voted overwhelmingly to strike in 2012 while negotiating their first agreement. Armed with the strong strike vote, Compass Flight Attendants were able to return to the bargaining table and reach an agreement which was ratified by the membership.

→ PSA

Took a strike vote, requested a release to strike and reached an agreement before proffer was granted. Agreement ratified.

→ Spirit

Took a strike vote and requested a release to strike from the NMB. The request was denied, however, with a renewed threat of a strike vote and two of management's offers voted down, a TA was reached with significant improvements and ratified by a high percentage.

→ Mesa

Facing years of stalled negotiations, Mesa Flight Attendants voted to strike in March 2017. Mesa Flight Attendants went back to the bargaining table with the full support of AFA-CWA and the entire labor movement. After months of pressure tactics, including leafletting of passengers of United and American Airlines, Mesa Flight Attendants reached an agreement which was ratified in September 2017 and included major improvements in pay and work rules.

→ Midwest

Took a strike vote, requested a proffer, received a proffer, went through the 30-day cooling off period and reached an agreement after six weeks of sustained CHAOS™ which impacted the company's revenues. Employing daily picketing and constant press coverage, Flight Attendants did not even have to strike a single flight.

→ Piedmont

Took a strike vote in October 2021. 100% voted FOR. Reached an agreement shortly afterwards.

→ US Airways

Took a strike vote, requested a proffer, received a proffer, went through the 30-day cooling off period, reached an agreement after extending the end of the 30-day cooling off period by a couple of hours. Agreement ratified.

→ **America West**

Took a strike vote, requested a proffer, received a proffer, went through the 30-day cooling off period, reached an agreement after extending the end of the 30-day cooling off period by a couple of hours. Agreement ratified.

→ **Alaska Airlines**

Took a strike vote in 1993, requested a proffer, received a proffer, went through the 30-day cooling off period, did not reach an agreement. Company imposed work rules. AFA threatened and implemented a series of CHAOS™ strikes and achieved significant pay and work rule improvements. New Agreement ratified overwhelmingly.

→ **Frontier Airlines**

Took a strike vote in 2018 and, with 99% voting FOR a strike, soon after reached an agreement on significant wage and work-rule improvements.

→ **Hawaiian Airlines**

After 4 years of stalled talks, took a strike vote in 2019 and 99.9% of Flight Attendants voted FOR. Soon after, reached an agreement that still sets industry top wages and standards.

→ **Alaska Airlines (again)**

Coming soon!

Strike Vote FAQs



Why are we taking a strike vote?

We need and deserve a fair contract. Management has yet to make anything close to a fair offer. We must demonstrate that Alaska Flight Attendants stand in solidarity and support our Negotiating Committee. A strike vote is by far the most effective way to increase our leverage at the bargaining table.



Can we strike right away if Members vote for it?

No. Taking a strike vote does not mean that we are able to strike right away. Under the Railway Labor Act, which governs negotiations in the airline industry, airline employees are not free to strike until released by the National Mediation Board. We have not been released nor have we yet requested a release to strike.



Will the NMB release us to a 30-day cooling off period and give us the right to strike if management fails to reach an agreement with us?

We cannot answer this question with a simple yes or no. The National Mediation Board (NMB) certainly could release us if it determined that we were at impasse. It could also “recess” our negotiations, meaning that the mediator schedules no further sessions until one or both parties agrees to make significant movement. We don’t want that to happen. To get to a release (or better yet, to get management to make a fair offer), we need to show the NMB that we are unified and that we will do what it takes to get an agreement we can ratify.



Assuming we vote for a strike, what would have to happen before we could strike?

The following steps would have to be exhausted before a strike could occur:

- The NMB would continue to schedule mediation dates. We’re still in mediation.
- Either the Union or management could request a Proffer of Arbitration.
- The NMB would decide whether to issue a Proffer of Arbitration, continue mediation sessions, or recess the parties.
- If the NMB issues a Proffer of Arbitration and one or both parties reject a Proffer of Arbitration, then the NMB would “release” the the parties into a 30-day cooling-off period, followed by “Self-Help.”

A Proffer of Arbitration means that an outside arbitrator would decide all outstanding issues. AFA has never accepted a proffer of arbitration because of the loss of control.



By voting yes, does this mean I will be going on strike?

Voting yes for a strike does not mean we will actually go on strike, but it does mean we are willing to go on strike if necessary. As we have stated above, there are many hurdles before we actually strike and the vast majority of strike votes result in a successful agreement prior to striking. Additionally, by utilizing the CHAOS™ strike method, we limit the number of Flight Attendants actually striking while still putting maximum pressure on the company. Furthermore, we attempt to implement CHAOS™ on flights staffed by Flight Attendants that have indicated their willingness to strike.

However, to be clear, by voting for a strike, Flight Attendants are indicating they, we, are willing to strike if necessary.



What if the company threatens to discipline Flight Attendants for striking?

AFA has a long history of defending our right to strike. If the company were to take action against any Flight Attendants for participating in CHAOS™, AFA lawyers would immediately be in Federal Court to enjoin the company and get full back pay for the Flight Attendants. At Alaska Airlines, all striking Flight Attendants were returned to work with back pay. At other carriers, the threat of CHAOS™ proved so successful we were able to reach agreements before ever striking a flight.

Voting FAQs



Am I Eligible To Cast a Ballot in the Strike Vote?

- Eligibility to vote will be determined prior to the ballot mailing. This Strike Vote booklet and balloting instructions will be provided to all Members eligible to vote, including Members who have the opportunity to become eligible during the voting process.
- All active AFA Members in good standing (dues current, active AFA Member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Unpaid Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line at (844) 232-2228, extension 2, to complete the process to “leave and remain active.”
- New Flight Attendants who are scheduled to become a dues paying AFA Member (at least four months of flying for Alaska) before the ballot closes will be able to vote during the entire period the ballot is open.
- Flight Attendants who have been here fewer than four months are not eligible to vote. We encourage Flight Attendants in this situation to remain informed, ask questions and participate in our Union. This is about the future of *all* Alaska Flight Attendants.



How can I be sure that my vote is protected?

AFA is committed to providing the most secure and effective means for our Members to vote. We do this by contracting with Votenet Solutions Inc., the leading provider of secure on-demand voting and balloting software and telephone voting for organizations including unions, membership associations, trade associations, and many others. Votenet routinely goes through highly sophisticated vulnerability and penetration assessments to ensure that malicious scripts and hackers can't interfere with your vote.

Electronic balloting is simple and effective. It can be done over the phone or online. As long as you are an active Member in good standing, your completed electronic vote will be counted.



How will I know that my vote has actually been cast?

You will be issued a confirmation page/email. If you are voting over the phone, you may write down the confirmation number for your records. If you are voting online, you may print the screen containing your confirmation for your records.



Can anyone else see how I voted?

No, no one has access to how you voted. Once you have cast your ballot it is sealed and cannot be viewed by anyone, including AFA.



Can I change my vote if I have already voted?

No. Once you hit “submit,” your vote is cast and you cannot re-vote.



Do probationary Flight Attendants have the right to strike?

Yes. In the event of an actual strike, probationary Flight Attendants have the same legal rights as everyone else and the full protection of our Union. We encourage all Members to support our newest flying partners – they are the future of our Union and our careers. Let’s be sure they know how to get accurate information from our Union and that they have the support and solidarity of all of their flying partners. Even though a Flight Attendant is on probation, the company cannot legally discipline a probationary for voting to strike or for participating in a legal CHAOS™ strike.

2024 Strike Vote Voting Guide



Steps to Vote by Telephone

1. Dial (888) 488-7288
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (4-number minimum)
5. Follow the prompts to cast your vote
6. Write down your confirmation number



Steps to Vote by Internet

1. Go to afacwa.org/elections and choose "Click Here to VOTE"
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (8-number minimum)
5. Follow the prompts to cast your vote
6. Print your confirmation



Important Voting Notes

- Remember, once your vote is cast, **you cannot change it**. Get all of your questions answered before you cast your vote.
- If you need a **new activation code**, you can request one at afacwa.org/elections.
- For **technical assistance**, you can call the Ballot Help Line at (844) 232-2228, extension 2. The Ballot Help Line is open weekdays (Monday-Friday) from 9:30 AM to 5 PM ET.

For more information, visit
contract2022.afaalaska.org

