

Northern Light

Alaska Airlines Update

Missions, Visions, Values You Can Live Without!

Sprinkled throughout the Alaska workplace locations are 4x6 inch laminated blue cards. These cards depict a snow covered mountain and an Alaska jet flying over it. Bold letters near the top of the card read:

Mission Statement

*To have the best people
Provide the best service,
For the best value,
For each customer each day.*

In other words, you, the worker, continue to service your passenger, the customer, providing them the best fare, product or information, day after day, without end.

The Company's Mission Statement needs a footnote or it needs to be amended with an expiration date. Such a footnote or amendable date could be the year 2004. This was the year management people were offered an early-out package and the mechanic/cleaner group was locked out at Oakland and prevented from providing their "best service." In May of 2005, the next group of people to be eliminated, unable to provide the "best" baggage service was the IAM RSSA group at Seattle.

The mission statement footnote could be simple; it could read, "NOTE: Expiration date July 2010, should the Company find strangers who may or may not provide the 'best service'—cheaper. The Company bears no responsibility to the side effects associated with these actions."

July of 2010 would be a good date also because that is when both IAM Agreements are amendable. The contracts do not end; they continue in "status quo." There are Letters of Agreements that DO have expiration dates. One such letter is about job security. Why did the parties place these letters in the books? After the egregious retaliation of the Company on May 13, 2005, when it locked out nearly 500 "best RSSA people," letters had to be placed in each book to secure a ratification by the membership.

Recently, the IAM's "best people" were offered a two (2) year contract extension. A key part of the offer was an extension of the letters offering job security to some. A serious consideration, to be sure.

The COPS negotiators wanted to improve their "best service" for their members who are working the depar-

ture coordinator duties. Their negotiators had a few other service improvements and questions, such as addressing the rising cost of insurance.

The RSSA negotiators accepted the Company's proposal for the most part. They had additional concerns about job security during the "status quo" period, preferring not to be held HOSTAGE, THREATENED, or to be EXTORTED again in the 2012 bargaining.

Both groups wanted to be the "best people providing the best service" in the event of a merger or acquisition of Alaska Airlines.

The Company reaction was swift and clear—Any IAM questions or concerns were UNACCEPTABLE.

Perhaps the other slogans printed on the blue cards could explain the Mission Statement. They read:

Vision Statement

A work of heart.

Values

*Alaska Spirit
Resourcefulness
Integrity
Professionalism
Caring*

Nope. No help for the "best people's" survival here! The heartless spirit which shows little loyalty, integrity nor sportsmanship to reinstate the locked out people, even AFTER a fair arbitration process, demonstrates a complete indifference to its "best people."

Rather, the Company uses its resourcefulness to sustain its workforce by fear or job loss. If the negotiators' questions and concerns about a longer term of job security are dismissed as "unacceptable," the Company simply does not care.

Please remove any blue cards from your work stations and forward them to your shop steward. We will collect them and present them to Company officials for the footnote and proper disclaimers.

General Chairs Otto and Fay will continue to keep you updated should discussions begin regarding the IAM's counter proposals.—General Chair Nan Otto



Northwest Airlines Update

Thanks...

I would like to take this time to thank those of you who are instrumental in the organizing effort on the Delta campaign. You who have become "full-time" organizers are to be commended for your tireless effort and commitment to ensure the continued presence of the IAM in the airline industry. I cannot praise you enough.

Our "crew" in ATL has been there for 14 months working 10-14 hours each day. Other than their normal salary, the only compensation or reward they will receive is a job well done after we have won the election. The guys in JFK are working late into each night so that YOU can maintain the wages and benefits that have been negotiated over the years in our contracts. YOUR organizers in CVG are also working the same hours.

IAM members everywhere should be extremely proud of the dedication and perseverance of these individuals. They certainly have both my respect and appreciation for all they do.

In writing this, I do not forget the people working in the cities as city captains or those who work as organizers locally. Without you we would not be able to work the large locations. This campaign requires all of us to dedicate ourselves as organizers in order to win. Bill, Bobby, Gary, tell your crew thanks.

All of you reading this, please send a thank you to the District 143 office to be passed along to these guys.—
General Chair Sam Ellis

Synergistic Merger Updates and Musings

Synergy (noun)-in Christian theology, the doctrine that the human will and the Holy Spirit work together to bring about spiritual regeneration or salvation.

The preceding definition was referred to me by a DL brother who thought it had an interesting juxtaposition to the way it's used in the corporate world. I agree. Plus, it's well known we have to use synergy in every memo or speech, if nothing more, just to get it in there.

The southeastern USA is already hotter than two mice starting a family in a wool sock. TPA has been a pleasant 97F every day, making it about 115F on the ramp with about 90% humidity. Ditto for the organizing areas. Kudos and thanks to all the brave folks from both carriers that are doing their jobs and organizing in that heat.

Here are some questions taken from my voicemails, the mail sack and emails...

Q. Why don't upper level DL managers have last names?

A. Good question! It is not part of the witness protection program as you suggested. It's actually a savvy PR move to give the impression that they are just one of us. Only with a lot more money...

Q. If DL is reducing capacity by 10%, wouldn't that mean fewer people are needed to staff the operation?

A. Excellent question! I think 'yes' and I haven't seen anything from the Company on how they plan to retain or move the 'excess' employees. A recent memo did say, "*The additional capacity reductions mean we again must reassess staffing needs. While the challenges of the current environment preclude us from making guarantees, our goal remains to avoid any involuntary furloughs of frontline employees.*" This seems a bit different from the "**no** frontline employees will be laid off as a result of this merger." (see: "waffling") In fact, my corp-speak decoder ring indicates that layoffs may be in the future. There are no "*guarantees.*"

These are but a few of the questions sent in. Please keep the comments coming; and, remember, we owe it to ourselves to see what the Union has to offer so we can better our company and ourselves. Both carriers have plenty that the other wants. Let's band together and negotiate those common goals. Together we can recapture so much that we've lost since 9/11.—*General Chair J Scott Peterson*

The Crazy Days of Summer

DTW COFPS: The summer schedule has been chaotic to say the least. There have been many issues in regard to protecting IAM work as well as resolutions to many of those same problems. The agents are handling the problems heroically. Thank you all for persevering.

ATL COFPS. ATL is a "hot mess" above and below the wing. ATL is in the process of changing from a mainline station to a hub. This has been very difficult for all the employees of Northwest and Delta. We are being very diligent in working through the issues of all the employees; however, the contractual rights of the NWA IAM employees protects them from a lot of the madness. General Chair Sam Ellis has been assigned the ESSCs in ATL.

CMH COFPS/ESSCs. CMH is having operational problems. IAM representatives Miguel/ESSC and Kim/COFPS are doing a great job with minimizing the issues. Thanks, Miguel and Kim.

As we all move through this process of "merger," we know it will not be easy; but because of who we are and what we do, this too will pass and we will be successful!—*General Chair Sharon Caldwell*

