

Virgin America Transaction Q&A

Q — Do Virgin America ground employees have the benefit of union representation and protection?

A— Virgin America Ramp Service, Customer Service, Reservation Agent, Office & Clerical employees and Stock Clerks are not represented by any labor union.

Q — Will we still be represented by the IAM?

A — Railway Labor Act regulations and National Mediation Board (NMB) procedures will determine the certified collective bargaining representative for each classification in a combined Alaska/Virgin workforce. The IAM will be your representative throughout that process.

The NMB may order an election for some classifications to determine the certified representative. It depends on the size of each classification from each airline. Nothing would be resolved until the NMB concludes that both companies are operating as a single entity for representation purposes.

Q — What happens to our contracts?

A — Contracts will remain in full force and effect until after representation issues are resolved, at a minimum.

Q — Do we have merger protection in our contract?

A — The IAM negotiated language into each Alaska Airlines agreement that guarantees the airline has to discuss with your union the impact the merger could possibly have on the membership, spells out how the two work forces will be combined, prevents systemwide realignment, and a system to resolve disputes. Refer to your particular agreement for specific details.

Q — How will the IAM integrate seniority?

A — The IAM's longstanding official policy is to integrate seniority by the date of hire into the classification, regardless of which airline or union/non-union status an employee comes from. Further, your contract and federal law require integration be fair and equitable.