



## DISPUTE RESOLUTION SERVICES

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### MEMORANDUM

To: All Clerical, Office, and Passenger Service Employees of Alaska Airlines and Virgin America Airlines

From: Joshua M. Javits, Neutral

Date: July 12, 2017

Subject: Seniority Integration Report and Recommendations and Proposed Integrated Lists

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Based on my investigation and analysis, I am submitting my Report and Recommendations regarding the integration of seniority lists for Clerical, Office, and Passenger Service employees of Alaska Airlines and Virgin America Airlines, which is attached together with proposed integrated seniority lists. As explained in my Report, I believe that the accompanying proposed lists achieve a fair and equitable seniority integration consistent with the IAM's internal seniority integration policy and the requirements of the McCaskill-Bond statute.

It is important to note that not all IAM-represented employees at Alaska Airlines are part of this seniority integration process. Specifically, the IAM represents ramp and stores employees at Alaska, but Virgin America does not have any employees performing equivalent work. Therefore, there is no need for a seniority integration process involving these employees. With respect to Clerical, Office, and Passenger Service ("COPS") employees, there are employees at both Alaska and Virgin America who perform similar work, but even among COPS employees only certain job classifications are impacted by the seniority integration. The impacted job classifications are: Customer Service Agent, Lead Customer Service Agent, Reservation Sales Agent, Lead Reservations Sales Agent, Crew Scheduler, and Lead Crew Scheduler.

My Report and Recommendations reflect the information and insight gained through my investigation, including the fact-finding session I conducted with employee representatives from both Alaska and Virgin America, as well as written comments I received directly from members. I am pleased to report that the vast majority of COPS employees involved in this seniority integration process should see little, if any, change in

their seniority status as a result of the merging of seniority lists. As explained in detail in my Report, in nearly all instances employees will continue to use the same dates that they currently use for bidding purposes. In terms of Company Seniority dates, both Alaska and Virgin America employees will continue to use their current Company Seniority dates. In terms of Classification Seniority, Alaska employees will continue to use their current Classification Seniority dates. Virgin America employees will use their Department Seniority dates as their Classification Seniority dates, since Department Seniority and Classification Seniority are comparable in terms of reflecting the time worked in a given position.

In terms of Lead Seniority, Alaska COPS Leads will continue to use their Lead Classification dates as they have in the past. Based upon Company records, I have assigned Lead Seniority dates to Virgin America employees who are working as Leads or have past Lead service. These dates reflect when an employee was first promoted to a Lead position and therefore are equivalent to the Lead Seniority dates used by Alaska COPS employees.

My Report also addresses how to handle ties among COPS employees on the integrated lists. I have determined that the tie-breaking method provided in the Alaska COPS collective bargaining agreement should be applied to the integrated lists, including ties between Virgin America and Alaska employees and among only Virgin America employees. Under the Alaska COPS agreement, Classification Seniority ties are broken first by Company Seniority and then by date of birth. The proposed lists use this tie-breaking method, but the published lists do not include birth dates due to concern for employee privacy interests.

As agreed between the IAM and the Company, affected employees may submit individual protests regarding their placement on the integrated seniority lists for my determination by no later than August 26, 2017. All protests should be sent by mail or email addressed as follows:

Attn: Neutral Joshua M. Javits  
c/o Guerrieri, Clayman, Bartos, Parcelli & Roma, P.C.  
1900 M Street, N.W., Suite 700  
Washington, DC 20036

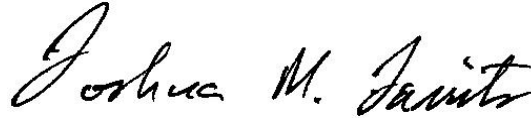
[IAMseniority@geclaw.com](mailto:IAMseniority@geclaw.com)

Each protestor must include the following information: full name, employee number, job title, station, and a clear statement of the basis for the protest. The failure to include this information may prevent me from conducting a complete investigation of the protest. Employees should also include any documents which they believe are relevant. I will consider all timely and complete protests and issue a final and binding determination with respect to each. At the conclusion of the protest process, I will issue final integrated

seniority lists, incorporating any necessary changes resulting from my protest determinations.

I look forward to continuing to work with the IAM and the Company to successfully finalize this seniority integration process.

Yours truly,

A handwritten signature in black ink that reads "Joshua M. Javits". The signature is written in a cursive style with a large initial 'J'.

Joshua M. Javits