

Alaska Airlines/IAMAW

TENTATIVE AGREEMENT HIGHLIGHTS



DURATION

Existing Collective Bargaining Agreements extended 2-years with a new amendable date of 9/27/26

BASE WAGE RATE INCREASES

- All Base Wage Rates will be increased on August 10, 2022 between 8.9% to 17.4% for all classifications.
- All Base Wage Rates will be increased on August 10, 2023 by 2.5% for all classifications.
- All Base Wage Rates will be increased on August 10, 2024 by a minimum of 2.5% for all classifications, subject to industry wage review.
- All Base Wage Rates will be increased on August 10, 2025 by a minimum of 2.5% for all classifications, subject to industry wage review.

LONGEVITY INCREASE

- \$.05 cents after 6 years
- \$.10 cents after 7 years
- \$.15 cents after 8 years
- \$.20 cents after 9 years
- \$.25 cents after 10 years
- \$.30 cents after 11 years
- \$.35 cents after 12 years and beyond

INDUSTRY WAGE REVIEW

Existing Wage review LOA in both agreements modified to reflect a review in 2024 and 2025, which will give us a minimum 2.5% raise or an increase that will match the Top of Scale to number 4 in the industry, whichever is greater.

BENEFITS INCLUDING MEDICAL

No changes to existing language in the Collective Bargaining Agreements.

JOB SECURITY

Existing work security in current Collective Bargaining Agreements extended to September 27, 2028, which is two years past the new amendable date of September 27, 2026.