

Seniority Merger Frequently Asked Questions (FAQs)

Seniority Merger Integration Committee (SMIC)

What is the purpose of the SMIC?

The SMIC is responsible for compiling the necessary employment data for all FAs from their respective airlines and working as a full committee to compile a single FA seniority list.

The SMIC is charged with resolving only two items: 1) determining any necessary adjustment for initial training days in an effort to provide consistent treatment for seniority application during initial FA training based on data acquired; and 2) determining a consistent methodology for integrating same day seniority dates.

Who serves on the SMIC?

The Alaska Master Executive Council (MEC) elected two (2) representatives from each respective seniority list to serve as merger representatives. The VX representatives are Rolando Teran and Lynne Voigtsberger. The AS representatives are Sandra Morrow and Marie Maxwell.

How were they selected?

The positions were posted via an email from the AFA and multiple candidates applied. The MEC, which consists of the LEC Presidents, interviewed candidates and selected the representatives for each airline.

Key Terms

What is a hire date?

Your hire date is the date your benefits started and is the date on your badge. Your hire date may differ from your bidding seniority date due (example: you were in another department i.e CSA/GST/Reservations prior to becoming a FA/ITM).

What is a bidding seniority date?

It is the date assigned to you as a FA/ITM. For example:

- Flight Attendant system seniority
- Vacation awards
- Monthly bidding/trips

Updates to the Seniority List

Will my bidding seniority number change?

For AS, your bidding seniority number will change if you were hired after September, 2006, which is the bidding seniority date for the most senior VX ITM. If you were hired prior to this time, your number will not change as part of the seniority integration. (Keep in mind, this number changes regularly due to attrition.)

For VX, your bidding seniority number will change. You will be integrated with the AS FAs.

Will my bidding seniority date change?

The AFA Constitution and By-laws Section X.C.3.c.(2) specifically addresses the situation when one seniority list is based upon the beginning of initial training and the other seniority list is based upon the end of initial training. When this occurs, the seniority date of the FAs who did not receive credit for time spent in initial training will be adjusted to receive credit for time spent in training.

For VX, your pre-merger bidding seniority date includes time spent in initial training. Therefore, your bidding seniority date *will not* change.

For AS, your pre-merger bidding seniority date *does not* include initial training. Therefore, your bidding date will be adjusted to include credit for initial training.

Will my birthdate be used to create the integrated seniority list?

No, birthdates will not be used for any purpose.

What if I was hired after the seniority list was published in October 2017?

All FAs hired after September 2017 will be integrated into the list prior to the ratification of the single collective bargaining agreement.

Do we get to vote on the seniority list?

No, the process does not require a membership vote.

When will we see the updated seniority list?

It will be posted once we have a ratified single collective bargaining agreement.

Why was VX special assignment and management included on the pre-merger seniority list, which was posted in October 2017?

This list was based on the data provided by Virgin HQ. The SMIC was obligated to work with the data provided by Virgin America management.

Will VX special assignment and management be included on the final merged list?

The SMIC will partner with the JNC to ensure compliance with the ratified single collective bargaining agreement.