



IAM Union District 142

9633 S 48th St, Ste 100

Phoenix, Arizona 85044

816-982-6480

iamdl142@iamdl142.org

Date: August 4, 2025

File: AS – 2025

2025 – 119

IAM/ALASKA AIRLINES COPS AND RSSA WAGE INCREASES

Dear Sisters and Brothers:

To keep your wages competitive within the industry, there are scheduled wage reviews in accordance with the existing Collective Bargaining Agreement (CBA), set for August 10, 2024, and August 10, 2025. Market-competitive wage reviews are just one sign of our commitment to ensure you are well compensated and demonstrate the strong, constructive relationship between the IAM and the Company.

The terms of our Letter of Agreement (LOA) guarantee you receive either a 2.5% annual increase to all wage steps or an adjustment to fourth place based on a calculation of the top-of-scale base wage rates across seven major U.S.-based passenger air carriers, whichever is higher. Notably, differentials and other pay variables are not considered in these base wage rate calculations.

Per the formula outlined on pages 161-163 of the contract, all COPS-represented employees will receive an increase of 3%, effective August 10, 2025. New wage rates will be reflected in your check received on August 22, 2025, for the pay period of 8/2/25 – 8/15/25.

See chart below:

Step	Classification	Old Base Rate	8/10/2022 New Base Rate	8/10/2023	8/10/2024 Increase	8/10/2025 Minimum Increase
				2.50%	5.37%	3.00%
Start	Customer Service / Reservations	\$15.75	\$18.50	\$18.96	\$19.98	\$20.58
1	Customer Service / Reservations	\$16.17	\$18.50	\$18.96	\$19.98	\$20.58
2	Customer Service / Reservations	\$16.80	\$18.98	\$19.46	\$20.51	\$21.13
3	Customer Service / Reservations	\$17.06	\$19.11	\$19.59	\$20.64	\$21.26
4	Customer Service / Reservations	\$17.42	\$19.51	\$20.00	\$21.07	\$21.70
5	Customer Service / Reservations	\$18.49	\$20.80	\$21.32	\$22.46	\$23.13
6	Customer Service / Reservations	\$19.57	\$21.31	\$21.85	\$23.02	\$23.71
7	Customer Service / Reservations	\$20.81	\$22.66	\$23.23	\$24.48	\$25.21
8	Customer Service / Reservations	\$21.30	\$23.20	\$23.78	\$25.06	\$25.81
9	Customer Service / Reservations	\$21.84	\$23.79	\$24.38	\$25.69	\$26.46
10	Customer Service / Reservations	\$23.34	\$25.42	\$26.06	\$27.46	\$28.28
11	Customer Service / Reservations	\$25.50	\$27.77	\$28.47	\$30.00	\$30.90
12	Customer Service / Reservations	\$30.30	\$34.00	\$34.85	\$36.72	\$37.82

Per the formula outlined on pages 153-155 of the contract, all RSSA-represented employees will receive an increase of 5.88%, effective August 10, 2025. New wage rates will be reflected in your check received on August 22, 2025, for the pay period of 8/2/25 – 8/15/25.

See the chart below:

POST ON ALL IAM BULLETIN BOARDS



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Step	Classification	Old Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Increase 2.50%	8/10/2025 Minimum Increase 5.88%
Start	Ramp/Stores	\$15.75	\$18.50	\$18.96	\$19.43	\$20.58
1	Ramp/Stores	\$16.17	\$18.50	\$18.96	\$19.43	\$20.58
2	Ramp/Stores	\$16.80	\$18.98	\$19.46	\$19.95	\$21.13
3	Ramp/Stores	\$17.06	\$19.11	\$19.59	\$20.07	\$21.26
4	Ramp/Stores	\$17.42	\$19.51	\$20.00	\$20.50	\$21.70
5	Ramp/Stores	\$18.49	\$20.80	\$21.32	\$21.85	\$23.13
6	Ramp/Stores	\$19.57	\$21.31	\$21.85	\$22.39	\$23.71
7	Ramp/Stores	\$20.81	\$22.66	\$23.23	\$23.81	\$25.21
8	Ramp/Stores	\$21.30	\$23.20	\$23.78	\$24.37	\$25.81
9	Ramp/Stores	\$21.84	\$23.79	\$24.38	\$24.99	\$26.46
10	Ramp/Stores	\$23.34	\$25.42	\$26.06	\$26.71	\$28.28
11	Ramp/Stores	\$25.50	\$27.77	\$28.47	\$29.18	\$30.90
12	Ramp/Stores	\$30.30	\$34.00	\$34.85	\$35.72	\$37.82

Along with this notice, you'll get an email from the company's PeopleSoft system once the new wage rates are entered. For those scheduled to receive their annual step increase based on an anniversary date between August 1 and 31, the automated step increase email will show the new contractual scale rates.

Thank you for maintaining a safe and reliable operation. We are pleased to see your compensation increase and value your important contributions every day. If you have any questions, please contact your IAM General Chair or Shop Steward.

Sincerely and fraternally,

John M. Coveny, Jr.
President/Directing General Chair

JMC/td

cc: R. Johnsen, General Vice-President, Air Transport Territory
E. Fraser, Chief of Staff, Air Transport Territory
J. Carlson, Airline Coordinator, Air Transport Territory
D142 Executive Board

POST ON ALL IAM BULLETIN BOARDS