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2005 AMENDMENT  
TO THE WORKING  
AGREEMENT  
between  
ALASKA AIRLINES, INC.  
and  
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Hereinafter, ALASKA AIRLINES, INC., will be referred to as the "Company," and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION will be referred to as the "Union" or "Association".

1 **ARTICLE 1, PURPOSE OF AGREEMENT**

2  
3 A. The purpose of this Agreement is, in the mutual interest of the Company  
4 and of the employees, to provide for the operation of the services of the  
5 Company under methods which will further, to the fullest extent possible, the  
6 safety of air transportation, the efficiency of operation, and the continuation of the  
7 employment under conditions of reasonable hours, proper compensation, and  
8 reasonable working conditions. It is recognized by this Agreement to be the duty,  
9 of the Company and of the employees, to cooperate fully both individually and  
10 collectively, for the advancement of that purpose. The Company recognizes the  
11 employees covered by this Agreement to be highly skilled individuals who are  
12 dedicated to the progress of commercial aviation and to the safety of flight by the  
13 practice of quality aircraft maintenance.

14  
15 B. No employee covered by this Agreement will be interfered with, re-strained,  
16 coerced, or discriminated against by the Company, its officers or agents because  
17 of membership in or lawful activity on behalf of the Union.

18  
19 C. It is understood wherever in this Agreement employees or jobs are referred  
20 to in the male gender, it shall be recognized as referring to both male and female  
21 employees.

22  
23 D. Alaska Airlines and the Aircraft Mechanics Fraternal Association hereby  
24 agree that neither the Company nor the Union will discriminate against any  
25 employee because of race, color, religion, national origin, disability, or veteran  
26 status, sex or age.

1 **ARTICLE 2, SCOPE OF AGREEMENT**

2  
3 A. In accordance with the National Mediation Board certification in Case No.  
4 R-6572, March 30, 1998, the Company recognizes the Aircraft Mechanics  
5 Fraternal Association as the sole and exclusive bargaining agent for all  
6 employees of Alaska Airlines, Incorporated, composing the class and craft as  
7 covered under this Agreement.

8  
9 B. The Company's General Policy, Operating, Maintenance Manuals and the  
10 Company's System Regulation, Customer Service, and General Maintenance  
11 Manuals shall be made available to all employees. **// Employees** shall be  
12 responsible for knowledge of their location and contents. The Company shall  
13 advise all employees of changes in rules and/or regulations that could result in  
14 disciplinary action. Employees covered by this Agreement shall be governed by  
15 such Manuals and by all applicable rules, regulations and orders issued by  
16 properly designated authorities of the Company, which are not in conflict with the  
17 terms of this Agreement. The Company shall have the right to modify these  
18 manuals, policies, System Regulations during the term of the Agreement. The  
19 Company will insure that these rules, regulations and orders, together with such  
20 amendments or changes as may be made from time to time, are made available  
21 to all employees.

22  
23 C. The Company agrees that all work normally performed by the employees  
24 covered by this Agreement in its Maintenance Shops, Airport Stations, or other  
25 facilities is recognized as coming within the jurisdiction of the Aircraft Mechanics  
26 Fraternal Association and is covered by this Agreement. The parties agree that  
27 the Company may (1) continue to contract out work heretofore customarily  
28 farmed out; (2) return equipment, parts, or assemblies to the manufacturers or to  
29 a manufacturer-approved repair station for repair or replacement; (3) purchase  
30 necessary parts, equipment or facilities including but not limited to the installation  
31 of fixed equipment and new facilities construction; (4) contract out any work when  
32 the Company's facilities, equipment or personnel are not sufficient or available or  
33 where employees covered by this Agreement do not have the experience and  
34 ability to satisfactorily perform the work required or warranty agreements exist;  
35 (5) contract out work for which the Company's cost exceeds the vendor charges,  
36 less material; (6) reserve the right to contract out other work with the approval of  
37 the Union.

38  
39 D. The Company and at least one (1) member of the Airline Contract  
40 Committee(s) from **each local //**, at their option, will meet on a bimonthly basis  
41 unless mutually deferred. The subject of the meeting will be a discussion of  
42 items, which have been subcontracted or are forecast for future subcontracting.

1 **ARTICLE 3, STATUS OF AGREEMENT**

2  
3 A. The Union is recognized by the Company as its sole and exclusive  
4 collective bargaining agent for those employees of Alaska Airlines employed in II  
5 the class and crafts of airline technicians and ground service employees, whose  
6 classifications are covered by this Agreement, and in the event the Company  
7 opens a new base such base shall be considered the same as a new department  
8 of the Company and shall come under the Agreement.

9  
10 B. The right to hire, promote, discharge or discipline for cause and to maintain  
11 discipline and efficiency of employees is the sole responsibility of the Company,  
12 provided it is not in conflict with any paragraph in this Agreement. In addition, it  
13 is agreed upon and understood that the routes to be flown, the equipment to be  
14 used, the location of plants, hangars, facilities, stations, and offices; the  
15 scheduling of airplanes, the scheduling of overhaul, repair and servicing of  
16 equipment; and methods to be followed in the overhaul, repair and servicing of  
17 airplanes are the sole and exclusive function and responsibility of the Company.

18  
19 C. It is the intent of the parties of this Agreement that the procedures herein  
20 shall serve as a means of peaceful settlement for all disputes that may arise  
21 between them. During the life of this Agreement the Company will not lock out  
22 any employee; the Union will not cause or permit its members to cause nor will  
23 any member of the Union take part in any sit-down, stay-in, or slow-down in any  
24 plant, hangar or facility of the Company, or in any curtailment or restriction of  
25 operation, overhaul, repair or servicing of airplane, or any work of the Company.  
26 The Union will not cause or permit its members to cause, nor will any member of  
27 the Union take part in any strike or stoppage of any of the Company's operations,  
28 or picket any of the Company plants or premises until the bargaining procedures  
29 outlined in this Agreement and provided for in the Railway Labor Act have been  
30 exhausted; and in no case where a grievance or dispute comes under the  
31 jurisdiction of the System Board of Adjustment as provided for herein. The  
32 Company reserves the right to discipline any employee taking part in any  
33 violation of this provision of the Agreement.

34  
35 D. No employee covered by this Agreement shall in any way cause malicious  
36 damage to either the property or the reputation of the Company. Any such action  
37 shall be cause for immediate discharge. The Union agrees that it will cooperate  
38 in preventing such actions.

39  
40 E. This Agreement shall be binding upon any successor, assign, assignee,  
41 transferee, administrator, executor and/or trustee (a "successor") of the Company  
42 resulting from any transaction that involves transfer (in a single transaction or a  
43 multi-step transaction) to such successor of ownership and/or control of all or  
44 substantially all of the equity securities and/or assets of the Company. The  
45 Company agrees that it shall not consummate any transaction that involves a  
46 transfer as defined herein until the Successor agrees in writing to be bound by  
47 the terms of this agreement.

48  
49 The following provisions apply in the case of a successorship transaction,  
50 as described in paragraph E. above, in which the Successor is an air carrier or

1 any corporate affiliate, alliance or acquisition of an air carrier. The technicians  
2 and related groups shall be merged in accordance with the following:

3  
4 1. The integration of the seniority lists of the technicians and related  
5 shall be governed by Sections 2.a., 3 and 13 of the Allegheny-Mohawk LPP's.  
6 The Successor shall accept the integrated seniority list, including any conditions  
7 and restrictions established through the LPP proceedings, as applicable; and

8  
9 2. The respective technicians and related collective bargaining  
10 agreement shall be merged into one (1) agreement as the result of negotiations  
11 with AMFA and the Successor; and

12  
13 3. In the event of a transaction in which the Successor is not an air  
14 carrier or any corporate affiliate of an air carrier, the Successor shall, in addition  
15 to assuming all obligations under the Agreement, provide the technicians and  
16 related with Labor Protection Provisions as specified in this paragraph E.

17  
18 4. Any and all disputes concerning alleged violation of this Paragraph  
19 E. shall be resolved by final and binding arbitration. The Company agrees to  
20 arbitrate any grievance filed by the Association alleging violation of this  
21 Paragraph E. on an expedited basis directly before a neutral arbitrator. The  
22 dispute shall be heard expeditiously no later than thirty (30) days following the  
23 submission to the neutral arbitrator and decided expeditiously no later than sixty  
24 (60) days after submission. The parties agree to abide by any arbitration award  
25 that is issued.

1 **ARTICLE 4, CLASSIFICATION OF WORK**

2  
3 A. Lead Inspector

4 The work of a Lead Inspector will consist of supervising, leading and  
5 directing the work of other Inspectors and performing such inspection work as  
6 may be required, including handling Company paperwork and FAA liaison. A  
7 Lead Inspector must have a valid A & P license and have had at least six (6)  
8 years of aircraft experience. Whenever more than three (3) A&P Inspectors are  
9 **on duty and on the same shift within a bid location**, one shall be lead.

10  
11 B. Inspector

12 The work of an Inspector will consist of the overall inspection of Company  
13 aircraft (including powerplant) in connection with minor or major repairs and/or  
14 overhaul at any point of the Company's system. The work of an Inspector may  
15 also include the inspection of materials, parts and sub-assemblies as necessary.  
16 Inspectors must be capable of performing the inspection work assigned to the  
17 satisfaction of the Company and must hold such licenses as are required by the  
18 Company to fulfill their duties as Inspectors. Persons employed as inspectors  
19 shall have had at least six (6) years experience on aircraft, and shall have had  
20 inspectional experience. When it is necessary to temporarily upgrade to the  
21 classification of inspector, the senior qualified technician shall be upgraded. A  
22 lead technician shall not be eligible for such appointments unless no qualified  
23 technicians are present, **except that if there are //** two (2) or more leads on duty  
24 with fifteen (15) or less technicians, the leads may be assigned to perform the  
25 inspections functions.

26  
27 C. The Lead will be a working member of the group. The work of the Lead  
28 shall consist of all of the duties and responsibilities of the working members of  
29 that group. In addition, the Lead is tasked with leading, directing and approving  
30 the work of the other members of the group including, but not limited to,  
31 assigning tasks to individual members of the group, interfacing between the  
32 supervisors and/or managers and the group members, coordinating with  
33 production control and the maintenance coordinator(s), providing technical  
34 support and advice to the group members, coordinating with management on  
35 staffing and overtime, checking and updating progress on tasks and ready times,  
36 researching technical issues for the group and expediting parts availability. If  
37 requested, Leads will conduct periodic reviews of employees during probation  
38 periods. In addition to the description in this paragraph, the Lead position for  
39 each of the classifications will be further defined below. **Subject to the**  
40 **minimums set out in this Article, the Company shall determine when the**  
41 **assignment of a Lead in a work area is necessary.**

42  
43 D. Lead Aircraft Technician

44 A Lead Aircraft Technician shall be a licensed A & P Technician who, as a  
45 working member of the group is charged with the responsibility of leading,  
46 directing and approving the work of other employees not exceeding a group  
47 totaling more than fifteen (15) other employees. At all locations where **more**  
48 **than** five (5) **//** technicians are **on duty // and** on the same shift within a bid  
49 location or shop, one shall be **//** lead.

50

1 E. Lead Avionics Technician

2 A Lead Avionics Technician shall hold a valid General Radio-Telephone  
3 Operators License, **hold a valid Airframe license** and, as a working member of  
4 the group, shall be charged with the responsibility of leading, directing, and  
5 approving the work of avionics technicians not exceeding a group totaling more  
6 than fifteen (15) other avionics technicians. Where **more than** five (5) **//** avionics  
7 technicians are **on duty // and on the same //** shift, one (1) shall be lead. **The**  
8 **Airframe license requirement would not apply to current Avionics Lead**  
9 **Technicians as of DOS.**

10  
11  
12 F. Lead Automotive Technician

13 A Lead Automotive Technician shall be a journeyman in the automotive  
14 trade and, as a working member of the group, shall be charged with the  
15 responsibility of leading, directing, and approving the work of automotive  
16 technicians not exceeding a group totaling more than fifteen (15) other  
17 automotive technicians. Where **more than** five (5) **//** automotive technicians are  
18 **on duty // and on the same //** shift, one (1) shall be lead.

19  
20 G. Lead Facilities Technician

21 A Lead Facilities Technician shall be a journeyman in one of the building  
22 trades, who, as a working member of the group, is charged with the responsibility  
23 of leading, directing and approving the work of facilities technicians not  
24 exceeding a group totaling more than fifteen (15) facilities technicians. At all  
25 locations where **more than** five (5) **//** facilities technicians are **on duty // and**  
26 **on the same //** shift, one (1) shall be **//** lead.

27  
28 H. Lead Aircraft Machinist

29 A Lead Aircraft Machinist shall be a journeyman machinist who, as a  
30 working member of the group, is charged with the responsibility of leading,  
31 directing and approving the work of aircraft machinists not exceeding a group  
32 totaling more than fifteen (15) other aircraft machinists. At all locations where  
33 **more than** five (5) **//** aircraft machinists are **on duty // and** on the same shift  
34 within a bid location or shop, one (1) shall be **//** lead.

35  
36 I. On the Job Trainer

37 The work of an On the Job Trainer (OJT) shall consist of training  
38 employees under this Labor Agreement in topics that are generally recognized as  
39 informal training. Such position will be selected from volunteers based upon a  
40 combination of classification seniority and qualifications such as: communication  
41 and organizational skills, technical skills and training ability. The trainer, when  
42 directed by a supervisor, will be removed from the work group (Article 4,  
43 paragraph O.2.) and the Lead's responsibility. He will be under the direction of  
44 the Supervisor to perform the required training. Assignment of OJT duties shall  
45 be at the discretion of management. If an assignment will cause extraordinary  
46 hardship, management shall consider any employee request not to be assigned  
47 on a case by case basis and will exercise managerial discretion in making the  
48 assignment. This required training shall include limited classroom; video; CBT;  
49 operational requirement initial and recurrent training, (i.e. engine run, taxi,  
50 LWMP, cold weather procedures, fueling procedures); and specialized technical

1 procedures training. **The above is not a classification, simply a description of**  
2 **the basic functions of the various OJT classifications (i.e., Inspection OJT,**  
3 **Avionics OJT, Aircraft OJT, Facilities OJT, Automotive OJT, and Fleet**  
4 **Service OJT.**

5  
6 With a seven (7) day notice, or by mutual consent to shorten the notice,  
7 the OJT may be required to train off-shift if there is no qualified OJT on that shift.

8  
9 **When a qualified trainer is not available at a station, selection to**  
10 **cover the required training at that station shall be made per Article 8, Field**  
11 **Service.**

12  
13 In all other instances, the Trainer will work in his basic classification as a  
14 working member of the group and shall continue to receive the Trainer premium.

15  
16 J. Technician

17 The work of Technicians shall consist of any and all work generally  
18 performed by the Company in and about shops, maintenance bases, Company  
19 buildings or equipment. In addition, when performed by the Company and not  
20 contracted to an outside contractor, the work of a Technician shall include the  
21 dismantling, repairing, assembling and erecting of machinery and mechanical  
22 devices and automotive and building maintenance and repair work. Technicians  
23 must be capable of performing their work satisfactorily and hold valid licenses as  
24 required by Federal Law for specific jobs. Technicians may be required to  
25 inspect and test parts in the shop to which they are assigned and the work they  
26 perform. The above is not a classification, simply a description of the basic  
27 functions of the various technician classifications (i.e., Avionics, Aircraft, Facilities  
28 and Automotive).

29  
30 Aircraft Technician

31 Aircraft Technicians' work shall consist of all phases of repair and  
32 maintenance of aircraft and the dismantling, repairing, assembly, and erection of  
33 machinery and mechanical devices and may also include minor building  
34 maintenance, automotive repair, **// the repair and maintenance**, exchange **and**  
35 replacement of electronics or electrical components. Technicians entering the  
36 classification of Aircraft Technician shall **// possess**:

- 37  
38 **a.** A valid A & P license  
39 **b.** **2 years transport category aircraft maintenance experience**

40  
41 **The experience requirement may be waived by the Company.**

42  
43  
44  
45 2. Avionics Technician

46 The work of Avionics Technician shall consist of the repair and  
47 maintenance of aircraft electrical and electronic equipment, maintenance of the  
48 work area. Technicians entering the classification shall possess;

- 49  
50 **a.** A valid General Radio-Telephone Operators License

1           **b. Airframe license**

2  
3           **c. Graduation certificate from an accredited civilian or military**  
4           **avionics electronics program with a minimum of 60 semester**  
5           **hours**

6           **Or,**

7           **Two years of transport category aircraft maintenance experience.**

8  
9  
10          **The Airframe license requirement may be waived by the Company. The**  
11          **Airframe license requirement would not apply to current Avionics**  
12          **Technicians as of DOS.**

13  
14  
15           3.       Facilities Technician

16               The work of a Facilities Technician shall consist of the alteration,  
17 maintenance, modification and repair of Company facilities. A Facilities  
18 Technician shall have at least 30 months experience working in an applicable  
19 building trade, a working knowledge and capability to perform a wide range of  
20 construction and repair work, and the ability to secure all necessary licenses  
21 within a six (6) month period.

22  
23           4.       Automotive Technician

24               The work of an Automotive Technician shall consist of all work  
25 generally recognized as that of an automotive technician including the  
26 maintenance, service, repair, assembly, erection and overhaul of automotive and  
27 other ground handling equipment including passenger loading bridges.

28  
29           5.       Aircraft Machinist

30               The work of an Aircraft Machinist shall consist of all phases of  
31 machining, including reading of blueprints, layout and setup; may also consist of  
32 all phases of repair and maintenance of aircraft; and the dismantling, repairing,  
33 assembly, and erection of machinery and mechanical devices. A minimum of  
34 two (2) years experience on machining of aircraft parts and tooling is required as  
35 a qualification. Machinists shall also hold a valid airframe and powerplant  
36 license. However, this requirement may be waived by the Company.

37  
38           K.       Lead Fleet Service

39               A Lead Fleet Service employee shall, as a working member of the group,  
40 be responsible for leading, directing, and approving the work of other Fleet  
41 Service employees not exceeding a group totaling more than fifteen (15) other  
42 Fleet Service employees. Where **more than** five (5) // Fleet Service employees  
43 are **on duty //** on the **same** shift, one (1) shall be // lead. In addition, a Lead may  
44 perform coordinating functions which will include coordinating the daily workload  
45 on the shift with those employees scheduled on duty for that shift. He will  
46 coordinate with a manager or supervisor on coverage and overtime assignments.  
47 Assignment of overtime will be at the specific direction and be the sole  
48 responsibility of the supervisor or manager. These Leads will not perform  
49 management functions such as applying discipline or signing of timecards.

50

1 L. Fleet Service

2 The work of Fleet Service shall include the cleaning and polishing of the  
3 interior of the aircraft, including the cabin, buffets, lavatories, and cockpit area.  
4 Cleaning and arranging, in the aircraft, passenger service equipment. In addition  
5 they may be assigned other general cleaning and preparation of passenger  
6 service items, including changing of seat covers and rug sections, servicing the  
7 aircraft lavatory and water systems. It is understood by the parties that for  
8 purposes of the NMB certification of this class and craft the word Fleet Service is  
9 synonymous with the word Cleaners.

10  
11 **M.** Technician Helper

12 The work of a Technician Helper shall include the washing, paint stripping,  
13 cleaning or polishing of the interior and/or exterior of an aircraft, aircraft parts,  
14 engine or engine parts, ramp, shop and hangar equipment and the performing of  
15 miscellaneous unskilled duties in and about shops, hangars, and buildings, and  
16 operating and servicing the equipment used in the performance of their work.

17  
18 **N.** Janitor

19 The Company may, at its option, either utilize janitors or subcontract the  
20 function. At locations where the Company elects to hire Janitors such  
21 classifications will come under this Agreement. The Janitor work will consist of  
22 cleaning the inside and outside of buildings and hangars, hangar equipment,  
23 sweeping floors and other work generally performed by janitors.

24  
25 **O.**

26 1. Supervisors and higher ranking officials of the Company shall not  
27 be permitted to perform work on an hourly rated job covered by this Agreement  
28 except in emergencies, **// instructing //** or training of employees **in accordance**  
29 **with Article 12. Directing work of employees is not considered to be work**  
30 **on an hourly rated job covered by this agreement.** It is agreed that the  
31 servicing of late flights where qualified personnel are not available and the  
32 performance of necessary work caused by unusual circumstances **//** in order to  
33 maintain flight schedules, or the protection of Company property against the  
34 elements may be considered an emergency. Each emergency will be reported in  
35 writing to the local union shop representative or local airline/area representative  
36 when there is no shop representative, upon receipt by the Company of a request  
37 in writing. The Company will respond in writing within twenty-four (24) hours of  
38 the written request, excluding Saturdays and Sundays.

39  
40 2. To avoid confusing or contradictory instructions, assignments or  
41 directives to employees, whenever a Lead is on duty, management personnel  
42 shall make every reasonable effort to work through the Lead and to keep him  
43 informed so that he will have full knowledge of the utilization of the crew.

44  
45 **P.** All employees awarded a lead or lead inspector position who are being  
46 evaluated in accordance with the requirements described in Article 10, shall pass  
47 an applicable Lead test upon completion of the required Lead training course.  
48 The current Lead tests, as mutually agreed upon by the Union and the Company,  
49 shall be applicable to all Company locations. A minimum passing grade is 70%.

1 Prior to implementation, any changes in the current test shall be agreed to by  
2 Aircraft Mechanics Fraternal Association.

3

4 Q. When a Lead bid is awarded by Central Bidding, a copy of the bid award  
5 will be sent to Maintenance training.

6

7 R. Employees under this agreement may be cross-utilized in other  
8 classifications for which they are qualified provided they are paid their normal  
9 wage or the wage of the classification in which they are working, whichever is  
10 greater. (see Article 23.G.)

11

12 S. It is understood by the parties that the word technician is synonymous with  
13 the word mechanic as used in all Company, governmental and manufacturer  
14 manuals, policies, documents and other materials.

15

16 T. In addition to the duties and responsibilities contained in Article 4,  
17 paragraphs A. through **N.**, employees will also be responsible in each  
18 classification as a portion of their regular duties for accomplishing all aspects of  
19 hazardous material responsibilities for which they have been properly trained.

1 **ARTICLE 5, HOURS OF SERVICE**

2  
3 A. Work Day

4  
5 1. Employees at all locations will be assigned a specific shift and days off  
6 schedule. The required schedule shall be established by the Company.  
7 Selection of shifts and days off shall be by classification seniority. Eight (8)  
8 consecutive hours of service exclusive of meal periods will constitute a work shift,  
9 except as otherwise specifically provided for herein.

10  
11 2. A ten (10) hour day, four (4) day week may be established by the  
12 Company at all bid locations as identified by the Company for any classification  
13 covered by this Agreement. Ten (10) consecutive hours, exclusive of a meal  
14 period not to exceed thirty (30) minutes, shall constitute a modified workday. A  
15 ten (10) hour day may not be discontinued less than thirty (30) days after  
16 instituted unless by mutual agreement of the parties.

17  
18 3. Eight (8) hours or ten (10) hours inclusive of a meal period not to  
19 exceed thirty (30) minutes shall constitute a full day of work on the graveyard  
20 shift (third shift) as defined **below in paragraph J.**

21  
22 B. Work Week

23  
24 1. A standard work week consists of a seven (7) day period with five (5)  
25 consecutive work days and two (2) consecutive days off and shall commence  
26 with the first day of work following the scheduled days off.

27  
28 2. A modified work week will consist of four (4) consecutive ten (10) hour  
29 days worked within seven (7) consecutive days. Three (3) consecutive days  
30 shall be scheduled as regular days off in each modified work week.

31  
32 C. All Employees covered by this Agreement scheduled to work five (5) hours  
33 or more will be scheduled to have a meal period of not less than one-half (1/2)  
34 hour. The meal period will be scheduled to start within one (1) hour before and  
35 one (1) hour after the middle of the shift.

36  
37 1. Late Lunch

38 If because of the operation, the employee receives his lunch after the  
39 period as set forth above, he will be entitled to straight time pay, not to exceed  
40 thirty (30) minutes, for the late lunch period, and will be permitted to receive his  
41 full lunch period as soon as possible. The Company may direct the employee to  
42 leave work thirty (30) minutes early, without loss of pay, in lieu of pay for the  
43 lunch period.

44  
45 2. Missed Lunch

46 a. If because of the operation, an employee fails to receive his lunch  
47 period (missed lunch), he shall receive thirty (30) minutes straight time pay for his  
48 missed lunch and also receive pay for all hours worked (overtime if applicable).  
49 A graveyard shift employee who misses his lunch will receive the applicable rate

1 of pay for all hours actually worked plus thirty (30) minutes straight time pay and  
2 thirty (30) minutes at time and one-half as compensation for the missed lunch.

3  
4 b. The Company may direct the employee to leave work one (1)  
5 hour early, without loss of pay, in lieu of pay for the missed lunch period. Or, the  
6 Company may direct the employee to leave work thirty (30) minutes early,  
7 without loss of pay, plus the employee will receive thirty (30) minutes straight  
8 time pay as compensation for the missed lunch.

9  
10 D. A bid location is any work area established by the Company wherein the  
11 employees perform a similar function (e.g., Hangar, Engine Build-up, Line  
12 Maintenance, etc.). All employees will be assigned a specific bid location.

13  
14 E. All employees under this Agreement shall be on fixed shifts and days off.  
15 Classification seniority shall be utilized for the selection of shifts and days off.

16  
17 F. For realignment of the work force due to changes in starting times, number  
18 of employees on a shift, or days off, the following procedure will apply:

19  
20 A notice of shift alignment shall be posted a minimum of fourteen (14)  
21 calendar days for the purpose of bidding in advance of any change of the number  
22 of employees on a shift; shift starting time of more than two (2) hours; or days off.  
23 All days off, shifts and starting times will be posted for the employees in the bid  
24 location as follows: The bulletin shall be posted a minimum of seven (7) calendar  
25 days which will be utilized for bidding purposes, and the results of the bidding will  
26 be posted a minimum of seven (7) calendar days prior to placing the schedule  
27 into effect. If there are insufficient bidders to complete the required schedule, the  
28 junior employees in the bid location shall be assigned. The new schedule shall  
29 not be placed into effect and employees shall not be required to change days off  
30 or shifts without such notice. If fourteen (14) days notice of shift or days off  
31 change is given and this results in an employee working more than five (5)  
32 consecutive days or more than one (1) shift within a twenty-four (24) hour period,  
33 such excess days and/or shifts shall be paid at the straight time rate.

34  
35 G. 1. All shifts and days off will be re-bid as set forth in F. above at least  
36 every one hundred eighty-five (185) calendar days from the effective date of the  
37 last re-bid. No employee covered by this Agreement shall be denied the right to  
38 select his shift and days off except as otherwise provided for in this Article.

39  
40 2. If there is a shift realignment during the time of an employee's  
41 absence, it is the obligation of the employee to keep his manager/supervisor  
42 informed of his preference for shift and days off. Failure to do so will result in the  
43 employee, upon return, being assigned to a position (shift and days off) until the  
44 next shift realignment.

45  
46 3. All bidding provisions of these Paragraphs F. and G. apply only to days  
47 off and shifts and specifically do not provide for change in a bid location or filling  
48 of a vacancy.

49

1 H. When employees realign as set forth in F. and G. above, the bidding may be  
2 restricted so that there is an even distribution of probationary employees on each  
3 shift, in a classification at a bid location, at a station, for the first sixty (60)  
4 calendar days during their probationary period. "Probationary" shall be defined  
5 as set forth in Article 9, Paragraph C.

6  
7 I. 1. The Company may, from time to time, establish or eliminate bid  
8 locations. The Union may request in writing, the reason(s) for changes in bid  
9 locations. The Company will respond in writing within three (3) days excluding  
10 Saturday, Sunday and holidays.

11  
12 2. Employees affected by the elimination of a bid location which does not  
13 result in a reduction of employees at the station, will be permitted to exercise  
14 their seniority in accordance with Article 9, paragraph K.

15  
16 3. When a new bid location is established by the Company, the positions  
17 within it will be bulletined as set forth in Article 10, Paragraph B. Only bids from  
18 employees at the new bid location's station and currently within the classification  
19 bulletined will be accepted unless there is an increase of positions within the  
20 classification at the station. If there is an increase, the increased position(s) will  
21 be available for bid system-wide.

22  
23 J. Shifts shall be defined as follows:

24  
25  
26

	<u>Commencing Between</u>
27 First Shift	0500 - 1159 Local Time
28 Second Shift	1200 - <b>1929</b> Local Time
29 Third Shift	<b>1930</b> - 0459 Local Time

30

31 K. The starting time for shifts shall be established in accordance with the  
32 needs of the services at each bid location. There may be multiple starting times  
33 within a shift. A split shift may be scheduled when the workload at a line station  
34 is not sufficient to warrant more than one shift, yet does not fall within any eight  
35 consecutive hour periods.

36  
37 L. Except as may be provided in Paragraph K. above or Article 7.D., no full-  
38 time employee will be called to work or required to report to work for less than  
39 eight (8) hours of work or pay therefore, except when recalled on overtime. All  
40 employees in the service of the Company will be provided with a minimum of  
41 forty (40) hours of work each week, except for part-time employees.

42  
43 M. Part-Time Employees

44  
45 1. Part-time employees can be utilized for overtime coverage.

46  
47 2. Part-time employees may be placed in permanent full time positions by  
48 preference bidding or may be assigned full time temporarily. Preference bids will  
49 be used to fill vacancies to and from full time and part time positions.

50

1           3. Part-time employees may be utilized in any classification covered by  
2 this agreement for holiday coverage.

3           4. Full-time employees shall have the right to replace part-time positions  
4 in the event of lay-off but shall not be required to do so.

5  
6           5. Part-time employees shall accrue seniority as if they worked full-time  
7 and shall accrue all benefits the same as full-time based upon number of hours  
8 worked.

9  
10          6. Part-time employees may be utilized as outlined below:

11           a. Part time employees may be utilized in the classification of Fleet  
12 Service and below:

13           b. For classifications above Fleet Service:

14  
15           1) Part time employees may be used in any of the technician  
16 classifications under this agreement during the establishment and operation of  
17 any new maintenance station (a station where Alaska maintenance personnel  
18 are not currently employed in that classification) opened after (date of contract  
19 signing).  
20  
21

22           2) When a newly established maintenance station operates  
23 more than ten (10) flight arrivals per day or more than two (2) RONS, the part  
24 time positions will convert to an equivalent (not equal) number of full time  
25 positions.  
26  
27

28           3) When there are more than five (5) part time positions at any  
29 new station the Company will convert to an equivalent (not equal) number of full  
30 time positions and utilize the bidding procedure to award these positions as a full  
31 time position.  
32

33           4) Stations that are currently staffed by employees in any of the  
34 Technician classifications, prior to date of signing, will not have any part time  
35 positions in that classification at that station.  
36

37          7. No more than 30% of the employees on the system in each  
38 classification covered by this Agreement may be employed for less than forty  
39 (40) hours per week. A standard work week for part-time employees will consist  
40 of a seven (7) consecutive day period with a minimum of two (2) consecutive  
41 days off. Part-time employees will be scheduled to work no less than sixteen  
42 (16) hours per week.  
43

44          8. Leads and part-time employees shall be included in the classification in  
45 determining the allowable number of part-time employees. The calculation shall  
46 be made using whole numbers only.  
47

48          9. Part time employees shall be compensated at the overtime rate of time  
49 and one-half (1-1/2) and double time (2X) rates of pay as follows:  
50

1 a. For calculating daily overtime, for employees scheduled eight (8)  
2 hours or less, the overtime rate of time and one-half (1-1/2) shall apply for the  
3 first four (4) hours of work performed in excess of eight (8) hours in any one  
4 twenty-four (24) hour period commencing with the scheduled starting time, either  
5 before or after regularly scheduled hours. The double time (2X) rate of pay shall  
6 apply for all hours worked in excess of twelve (12) hours.

7  
8 b. For calculating daily overtime, for employees scheduled more  
9 than eight (8) hours and up to ten (10) hours, the overtime rate of time and one-  
10 half (1-1/2) shall apply for all work performed in excess of ten (10) hours and up  
11 to fourteen (14) hours in any one twenty-four (24) hour period commencing with  
12 the scheduled starting time, either before or after regularly scheduled hours. The  
13 double time (2X) rate of pay shall apply for all hours worked in excess of fourteen  
14 (14) hours.

15  
16 10. In the event hours are worked in excess of the work day/week as a  
17 result of schedule bidding, M.9.a. and b. above shall not apply (see Article 5,  
18 paragraph F.).

19  
20 11. For calculating weekly overtime, part time employees working on their  
21 days off shall be paid at the time and one-half (1-1/2) rate for hours worked in  
22 excess of forty (40) regular hours within the work week. All hours worked on the  
23 seventh (7<sup>th</sup>) day worked shall be paid at the double time (2X) rate.

24  
25 N. The regular starting and stopping time for work shifts, days off, will be  
26 scheduled and posted at all locations. The notice will include the effective date  
27 of the last re-bid.

28  
29 O. All employees covered by this Agreement will be granted a ten (10) minute  
30 rest period during the first half of a work shift and a ten (10) minute rest period  
31 during the second half of a work shift without loss of time, for the purpose of  
32 relaxation. The time of the rest periods will be regularly scheduled insofar as  
33 possible and posted by the Company at all locations.

34  
35 P. The Company will have a trade day policy.

36  
37 Q. Relief Schedules and Relief Shift Schedules

38  
39 1. Relief Schedules:

40 a. In order to provide coverage for **// scheduled/planned or other**  
41 **extended absence, e.g. vacation, jury duty, etc.**, relief schedules may be  
42 created at the discretion of the Company. Employees bidding a relief schedule  
43 will bid a home shift and days off. Assignments to cover absences by such relief  
44 employees, where such assignments result in a change in days off or shift must  
45 be made at least seven (7) days in advance. Any employee working a relief  
46 schedule shall be paid the relief differential as outlined in Article 28. The  
47 advance notice to assign the relief employee to another shift/days off may be  
48 shortened by the consent of the relief employee.

49

1           b. As stated in Article 28 for pay purposes, any employee who works  
2 a schedule with two (2) or more starting times in a work week will be considered  
3 to be working a relief schedule and will be entitled to the relief differential in  
4 Article 28.

5  
6           2. Relief Shift Schedules:

7           The Company, at its discretion, may create relief shift schedules.  
8 Relief shift schedules will be defined as a schedule, which has two (2) or more  
9 starting times during a work week. Employees working a relief shift schedule will  
10 be paid in accordance with Article 28.

11  
12       R. Lead Relief Schedules (For Lead Technicians and above)

13  
14           1. Lead relief schedules may be created at the discretion of the  
15 Company. The Lead working the relief schedule will work in the role as a Lead  
16 only in those instances where a Lead is unavailable. In all other instances, the  
17 Lead will work in the basic classification as a working member of the group,  
18 unless otherwise assigned, however, he shall continue to receive Lead  
19 differential and retain and accrue Lead seniority. Where necessary, a Lead  
20 working a relief schedule will be assigned a schedule to cover for a Lead who is  
21 unavailable on a scheduled/planned or other extended absence, e.g. vacation,  
22 jury duty, etc.

23  
24           2. In all other instances (unscheduled/unplanned or other short duration  
25 absences), where the scheduled Lead is unavailable, Lead overtime will be  
26 offered in accordance with Article 6.

27  
28           3. Leads bidding relief schedules will bid a home shift and days off. The  
29 Lead, while working his home shift, may fill in for a scheduled Lead on that shift.  
30 Assignments to cover for the absences of Leads on other shifts will be made at  
31 least seven (7) days in advance. The advanced notice to assign the relief Lead  
32 to another shift may be shortened with the consent of the relief Lead.

33  
34       S. Notwithstanding other seniority provisions within the Agreement, during  
35 each shift realignment, each of the three (3) members of the Airline Contract  
36 Committee (consisting of the Airline Representative and two [2] elected members  
37 from the Association) at **each AMFA local //** will, if there are sufficient positions,  
38 be assigned to day shift by displacing the most junior employee on day shift at  
39 his bid location in his classification. The employee thus displaced will be  
40 permitted to exercise his seniority in accordance with this Agreement. The  
41 Airline Representative will at his option, if a position is available, be allowed to  
42 displace the most junior employee in his classification on day shift with a  
43 Saturday and/or Sunday off for the purposes of conducting Union business.

44  
45       T. Representatives' Freedom to Act

46  
47           Recognizing the importance of the role of the Airline Representative(s), or  
48 his official designee, in resolving problems or disputes between the Company

1 and its employees, the Company reaffirms its commitment to the active  
2 involvement of the Airline Representatives. The parties also recognize that the  
3 operation of the airline is of paramount importance, which may, when necessary,  
4 result in the need to reschedule meetings, investigations, and/or grievance  
5 processing.

6  
7 a. The Airline Representative will be provided with full time off with  
8 pay at any Local where there are two hundred (200) or more employees covered  
9 by this agreement and will be allocated available office space on Company  
10 property. At Locals with less than two hundred (200) employees covered by this  
11 Agreement, the Airline Representative time off will be based on need and shall  
12 not exceed eight (8) hours pay per week, for every fifty (50), employees to be  
13 arranged mutually with his supervisor. The Airline Representative's time off will  
14 be used to attend to Association/Company business. When not involved in  
15 representation activities, the Airline Representatives will work in their  
16 classification and bid location.

17  
18 b. Hours worked as the airline representative will be paid at the  
19 straight time rate up to forty (40) hours a week. However, the Airline  
20 Representative, or his designee, shall be allowed to flex his work schedule during  
21 the work week with advanced notice to his supervisor.

1 **ARTICLE 6, OVERTIME**

2  
3 A. Overtime

4  
5 Overtime rate for overtime shall be time and one-half (1 ½) and shall be  
6 paid for all work performed in excess of eight (8) hours in any one twenty-four  
7 (24) hour period commencing with the scheduled starting time either in advance  
8 of or after regularly scheduled hours. The hours of the working day shall be  
9 divided into ten (10) periods of six (6) minutes each for the purpose of computing  
10 the pay of the employees. For employees assigned to ten (10) hour shifts, an  
11 overtime rate of time and one-half (1 ½) shall be paid for hours in excess of ten  
12 (10) hours up to fourteen (14) hours.

13  
14 B. Double Time

15  
16 1. For employees assigned to eight (8) hour shifts, the rate of  
17 double time (2X) shall be paid for all time worked in excess of twelve (12) hours  
18 in any twenty-four (24) hour period. For double time (2X) purposes the twenty-  
19 four (24) hour period shall begin with the starting time of the employee's regularly  
20 assigned shift and shall continue until the employee has completed his tour of  
21 duty and had at least eight and one-half (8-1/2) consecutive hours of rest. For  
22 the purpose of achieving the eight and one-half (8-1/2) hour rest period, an  
23 employee's release or next reporting time may be altered by direction of the  
24 Company prior to the beginning of the rest period. However, he shall receive his  
25 regular pay starting with the beginning of his regular shift.

26  
27 2. For employees assigned to eight (8) hour shifts, the first  
28 scheduled day off worked shall be at overtime (time and one-half) for any hours  
29 in excess of forty (40) regular hours during the work week for the first eight (8)  
30 hours worked, at double time (2X) thereafter and the second day off worked shall  
31 be double time (2X).

32  
33 3. For employees assigned to ten (10) hour shifts, hours beyond  
34 fourteen (14) hours in any twenty-four (24) hour period will be paid at the double  
35 time (2X) rate. The first day off worked shall be paid at time and one-half (1-1/2)  
36 for all hours worked in excess of forty (40) regular hours within the work week.  
37 Hours worked in excess of ten (10) on the first day off worked shall be paid at the  
38 double time (2X) rate. All hours worked on the second and third days off worked  
39 shall be paid at the double time (2X) rate provided the employee has worked his  
40 first day off.

41  
42 4. All employees in the classification at the bid location may be  
43 utilized at the overtime rate (1-1/2X) before utilizing employees at the double time  
44 (2X) rate.

45  
46  
47 C. Hours used in computing the forty (40) hour work week, other than straight  
48 time hours worked, include the following:

49  
50 1. Sick leave hours paid;

1           2.    Vacation hours paid;  
2           3.    Holiday not worked hours paid; when holiday falls on employee's  
3 scheduled work day. **Banked Holiday hours used on employee's scheduled**  
4 **work day.**

5  
6           4.    Holiday hours worked;  
7           5.    OJI (As long as the employee has been released to duty and the  
8 doctor has cleared the employee to perform the overtime work [type of work and  
9 duration]).  
10          6.    Training hours paid; and  
11          7.    Union leave (hours paid by the Company later reimbursed by the  
12 Union.)

13  
14 **//**

15  
16 **D.**   On fixed shift operations, if as a result of a shift change by the Company, an  
17 employee does not receive eight and one-half (8 ½) hours of rest, the applicable  
18 overtime rate will apply until such rest is obtained, unless the employee changes  
19 shifts/days off and his seniority would have allowed him to remain on his existing  
20 shift, no overtime will apply. To obtain the eight and one-half (8 ½) hours rest the  
21 Company may adjust the employee's release or next reporting time. This  
22 paragraph does not apply to the schedule changes as set forth in Article 5.**F.**

23  
24  
25 **E.**   1.    When an employee covered by this Agreement has been relieved for  
26 the day and is recalled to work, he will be paid not less than two (2) hours pay at  
27 the applicable overtime rate, unless the employee agrees to work less than the  
28 two (2) hours.

29  
30          2.    When an employee covered by this Agreement works on one of his  
31 two regularly scheduled days off, he will be paid not less than four (4) hours pay  
32 at the overtime rate applicable unless the employee agrees to work less than the  
33 four (4) hours.

34  
35  
36 **F.**   1.    Employees held in continuous service for more than three and one-half  
37 (3-1/2) hours before or after their regular working hours, will then be allowed a  
38 thirty (30) minute paid lunch period.

39  
40          2.    Employee(s) held in continuous service for more than four (4)  
41 hours after the first lunch period in **F.**(1) above, will be granted an additional paid  
42 lunch period of thirty (30) minutes and an additional lunch period of thirty (30)  
43 minutes for each succeeding four (4) hours.

44  
45          3.    The lunch period for regular day off (RDO) overtime shall be in  
46 accordance with Article 5.C. Hours worked in excess of an eight (8) or ten (10)  
47 hour shift on RDO will fall under paragraph **F.**1. and 2. above for any additional  
48 lunch period(s).

49

1 **G.** 1. a. For all classifications // a standard list of all employees shall be  
2 maintained by classification seniority date, for each shift and bid location for the  
3 purpose of volunteering for overtime (example list attached). Overtime will be  
4 offered to qualified volunteers who have signed up for that day (pre-shift, post  
5 shift, regular day off [RDO] or All) in the bid location, who have the ability to  
6 perform the work, by classification seniority. If an insufficient number of  
7 employees accept the overtime, the Company will award the overtime to the  
8 required number of employees from the employees on the volunteer list in  
9 reverse seniority. An employee may "sign up" or delete his "sign up" for any day  
10 any time, except that he may not remove his "sign up" if it is on the current list  
11 and he has been offered the overtime. If an employee would like to work his  
12 regular day off on another shift, he shall put his name on the bottom of that list.

13  
14 //

15  
16 **b.** The Company will post the overtime sign up lists a minimum of  
17 fourteen (14) calendar days in advance. The Company will maintain a complete  
18 record of the overtime lists for at least thirty (30) days for review by the  
19 Association.

20  
21 2. Employees on lay off status and not employed by the Company in  
22 another capacity may advise the Company that they are available to be called in  
23 for work when volunteers for overtime are not available. The Company may, at  
24 its option, utilize these laid off volunteers to cover mandatory overtime at their  
25 normal straight time rate without regard to any minimum recall provisions or  
26 resumption of fringe benefits except for sick leave and vacation. No payroll  
27 deductions will apply outside of taxes and F.I.C.A.

28  
29 3. Overtime shall be offered/awarded as follows:

30  
31 a. Post-Shift:

32 Overtime work at the end of the shift anticipated to be four (4)  
33 hours or less shall be offered/awarded in accordance with paragraph H. above to  
34 those volunteering at the bid location on that shift, or to the individual performing  
35 the actual work during the shift, if it is impractical to break the continuity of work.

36  
37 b. Pre-Shift:

38 Overtime work prior to the beginning of a shift, anticipated to be  
39 four (4) hours or less, shall be offered/awarded in accordance with paragraph H.  
40 above by call-in of the volunteers on that shift in the bid location required.

41  
42 c. Entire Shift:

43 Overtime for an entire shift, anticipated to be more than four (4)  
44 hours, shall be offered/awarded in accordance with paragraph H. above to those  
45 employees on their day off who would normally work that shift. In the event none  
46 can be contacted, any qualified employee from another shift on their day off who  
47 is on the volunteer list for the shift requiring the overtime shall be  
48 awarded/offered the overtime by seniority. An employee from another shift may  
49 be bypassed if it would result in an insufficient rest situation. If the overtime is  
50 not filled, it may be offered/awarded in accordance with 3.a. and b. above.

1  
2 d. For shifts on which there are multiple start/end times, overtime will  
3 be offered/awarded in accordance with the order above to the employee who is  
4 available to work the overtime at the time required.

5  
6 e. An employee working a relief shift schedule, per Article 5.Q.2., will  
7 be eligible for regular day off (RDO) overtime opportunities based on the shift of  
8 his last scheduled day of work.

9  
10 4. When the Company is aware of a requirement for overtime two (2) or  
11 more hours before the end of a shift, employees should be given at least two (2)  
12 hours notice of the contemplated overtime. The Company will not offer or award  
13 any overtime more than seventy-two (72) hours ahead of the contemplated  
14 overtime.

15  
16 5. In instances (unscheduled/unplanned or other short duration  
17 absences) where the scheduled Lead is unavailable, Lead overtime will be  
18 offered to Leads signed up on the volunteer overtime list. If there are no Leads  
19 available to fill the open schedule at time and one-half (1-1/2) or double time (2x),  
20 or if no Leads volunteer for the open schedule, the Lead schedule may be filled  
21 by upgrading the most senior qualified volunteer regularly scheduled for that  
22 shift. If no volunteers are available, the supervisor will assign a qualified person  
23 regularly scheduled for the shift.

24  
25 6. In the event there are insufficient volunteers available to work the  
26 overtime, an emergency may be declared by the company. The term  
27 "emergency" as used in this paragraph means an unforeseen combination of  
28 circumstances or the resulting state that calls for immediate action. Such  
29 emergency shall be stated in writing prior to the employee beginning the overtime  
30 assignment, with a copy to the Airline Representative upon written request. The  
31 Company may assign any qualified employee to perform the work utilizing the  
32 order as set forth below in inverse seniority order:

33  
34 a. Holdover:

35 In the event of an emergency, employees on duty at the bid  
36 location may be held over and assigned overtime. In no event will this employee  
37 be assigned for more than eight (8) hours past the end of his shift. This eight (8)  
38 hour restriction will not apply in the event of weather disruptions or other extreme  
39 situations such as accidents or natural disasters.

40  
41 b. Call-in:

42 Overtime work prior to the beginning of a shift shall be assigned  
43 by call-in of the employees on that shift in the bid location required.

44  
45 c. Call-in on Day Off:

46 After utilizing H.5.a. and b. above, and in the event additional  
47 overtime is required, overtime shall be assigned to those employees on their day  
48 off who would normally work that shift in the bid location required.

49

1           7. In the event an employee is by-passed for overtime, he will be given  
2 the opportunity to work overtime, at the applicable rate of pay, in a like amount as  
3 he originally would have received, at the time of his choice during the next thirty  
4 (30) calendar days by coordinating the scheduling with his supervisor at least  
5 twenty-four (24) hours in advance, provided it does not conflict with rest and  
6 hours of work provisions and result in any penalties to the Company beyond what  
7 he would have originally received. If the Association or employee brings the  
8 impending bypass to management's attention in writing prior to the overtime  
9 occurrence and the employee is intentionally bypassed, all hours bypassed will  
10 be paid, without working, at the applicable rate of pay.

11  
12 **H.** No overtime shall be worked except by direction of the proper supervisory  
13 personnel of the Company, or his designee.

14  
15 **I.** There shall be no pyramiding of the overtime rates provided for in this  
16 Agreement and no employee shall receive more than double the straight time  
17 rate for any hours worked.

18  
19 **J.** An employee who is required to report to work after traveling will have his  
20 travel time considered as time worked and will be paid the overtime rate  
21 applicable, except employees assigned to Prudhoe Bay.

22  
23 **K.** 1. An employee is required to inform his supervisor in advance, by use of  
24 an F-1 form, if any insufficient rest may be incurred. The supervisor may direct  
25 the employee on that form to report late to receive sufficient rest. **If there are two**  
26 **(2) hours or less remaining in the shift after receiving the required rest the**  
27 **employee will not be required to report for duty and will be paid for the**  
28 **entire shift.** If the employee has such an adjusted report time, he will receive  
29 straight time pay from his originally scheduled start time. If the specified rest is  
30 not received and the employee reports for his next shift at the regular time, the  
31 applicable rate of pay will be paid until the rest is obtained provided his  
32 supervisor was notified as outlined above. If the employee does not advise his  
33 supervisor and returns to work at his regularly scheduled time after an insufficient  
34 rest, he may not be paid the applicable overtime rate.

35  
36           2. When an employee performing aircraft related maintenance  
37 approaches a rest violation, as defined by FAR 121.377, he will advise his  
38 supervisor.

1 **ARTICLE 7, HOLIDAYS**

2  
3 A. Employees covered by this Agreement will observe the following holidays  
4 on the actual day, or at the Company's option, on the day designated as such by  
5 the Federal Government: New Year's Day, **Martin Luther King Day,**  
6 **President's Day, //** Memorial Day, Independence Day, Labor Day, Veteran's  
7 Day, Thanksgiving Day, the day after Thanksgiving Day, **and** Christmas Day. **//**  
8

9 B. Operational needs permitting; the Company will offer at least ten percent  
10 (10%) of the employees (on each shift, by classification, bid location) the holiday  
11 off where there are ten (10) or more employees. Where there are fewer than ten  
12 (10) employees as defined above, management will make every reasonable  
13 attempt to provide time off on the holidays. The employee count is based on  
14 employees actually scheduled to work on that day excluding employees absent  
15 due to vacation, leaves, etc. Any fractional points will be rounded down. The  
16 Company will no later than seven (7) calendar days in advance of a holiday, post  
17 a sign up sheet requesting volunteers who would like to have the holiday off.  
18 The sign up sheet shall remain posted for a minimum of three (3) calendar days.  
19 All volunteers selected to have the holiday off, shall be notified at least three (3)  
20 calendar days in advance. Selection shall be based on the employee's  
21 classification seniority commencing with those who would have worked on the  
22 shift and day were it not a holiday. If there are no volunteers, those not  
23 necessary to fulfill the needs will be assigned to have the day off starting with the  
24 employee(s) with the lowest seniority within the classification, bid location, and  
25 shift.  
26

27 C. 1. Full time employees will be compensated with eight (8) hours pay at  
28 the straight time rate for each day observed as a holiday. Any employee who  
29 works on a day observed as a holiday will be compensated at the double time  
30 and one half (2½) rate for all hours worked on the holiday, except when the work  
31 is immediately preceding or following a regular shift which is not on the holiday,  
32 in which case it shall be at the applicable overtime rate of pay.  
33

34 2. An employee working a ten (10) hour holiday shift shall be  
35 compensated at the double time and one half (2½) rate for all hours worked with  
36 a minimum of ten (10) hours, except as provided in paragraph D. A ten (10) hour  
37 shift employee, whose regular days off coincide with a holiday, will be paid eight  
38 (8) hours at their regular rate of pay. A ten (10) hour shift employee who is  
39 scheduled to work the holiday, but not required, will be paid ten (10) hours at his  
40 regular rate of pay.  
41

42  
43 3. Part-time employees observing the holiday shall receive the straight  
44 time rate for the hours they were scheduled to work on the holiday. If a holiday  
45 falls on a part-time employee's day off, such part-time employee shall be paid  
46 holiday pay at the straight time rate for the daily average number of hours the  
47 employee was scheduled to work during the week. To calculate this daily  
48 average, the employee's total scheduled hours during the workweek will be  
49 divided by five (5). Part-time employees who work on a day observed as a

1 holiday will be compensated at the double time and one half (2½) rate for all  
2 hours worked on the holiday.

3  
4 4. Any employee scheduled to work on any of the foregoing holidays who  
5 fails to report shall be subject to immediate dismissal, unless such employee was  
6 unable to work because of illness.

7  
8 D. When an employee covered by this Agreement is called out to work on a  
9 holiday, he will be paid not less than four (4) hours pay at the applicable holiday  
10 rate unless the employee elects to work less than four (4) hours. Holiday work  
11 may be scheduled for less than four (4) hours but an employee may not be paid  
12 for less than four (4) hours work at the applicable holiday rate.

13  
14 E. A holiday, which falls during an employee's vacation period, will be  
15 compensated as a holiday. The employee's vacation credits will not be charged  
16 for the holiday, however, his vacation period will not be extended because of the  
17 reduced number of vacation days charged.

18  
19 F. Optional Banking of Holiday Hours:

20  
21 At the employee's option, they may elect to be paid for holidays as outlined  
22 in C. above or they may elect to bank hours as outlined below. Employees may:

23  
24 1. Elect to receive time and one half (1 ½) pay for their regularly  
25 scheduled hours worked on the holiday and bank the equivalent holiday hours; or

26  
27 2. Elect to bank holiday hours not worked in lieu of pay when the holiday  
28 falls on their regular day off.

29  
30 3. An employee who works the holiday on their Regular Day Off (RDO)  
31 may elect to receive time and one-half (1 ½) pay for their scheduled hours  
32 worked and bank the equivalent holiday hours.

33  
34 a. For example, an employee scheduled to work eight (8) hours on  
35 their RDO would be paid eight (8) hours time and one half (1 ½) pay and bank  
36 eight (8) hours, totaling the equivalent of double time and one-half (2 ½) pay.

37  
38 b. For example, an employee scheduled to work ten (10) hours on  
39 their RDO would be paid ten (10) hours time and one half (1 ½) pay and bank ten  
40 (10) hours, totaling the equivalent of double time and one-half (2 ½) pay.

41  
42 4. When a holiday falls on a regular workday and the employee is given  
43 the day off, he will be paid for the day and there shall be no hours banked.

44  
45 5. Overtime hours worked in excess of the scheduled holiday shift (eight  
46 [8] or ten [10] hours) shall be paid at the holiday rate of pay.

47  
48 G. The employee shall have the following options for use of banked holiday  
49 hours.

50

1           1. Take Day at a Time vacation (DAT) time, subject to management  
2 approval.

3  
4           2. When the employee bids his vacation, he may elect to be paid for his  
5 banked holiday hours at the straight time rate.

6  
7           3. **With a seven (7) day written notice to his supervisor, the**  
8 **employee will be allowed to use a banked holiday to take his birthday as a**  
9 **paid day off. Any employee, whose birthday falls on February 29, may**  
10 **observe his birthday on February 28, except during the leap year.**

11  
12           4. Any unused-banked time as of the last pay period of the year will be  
13 added to the employee's vacation accrual, not to exceed the annual accrual in  
14 accordance with Article 13.B. **// 3.**

1 **ARTICLE 8, FIELD SERVICE AND SPECIAL PROJECTS**

2  
3 A. 1. When employees covered by this Agreement are required to engage in  
4 field or emergency work away from their base, they shall be paid for such work  
5 on the same basis as at their base station.

6  
7 2. When a field trip or a special project situation arises at a station where  
8 Alaska Airlines Technicians are based, first consideration to perform the work  
9 shall be given to all qualified personnel at that station prior to awarding a field trip  
10 or special project. In the event of safety policy concerns, unavailability of local  
11 resources, manpower depletion and/or operational needs, the Company may go  
12 to other stations. Upon written request from the Airline Representative, or his  
13 designee in his absence, within seventy-two (72) hours of completion of the  
14 trip/project, the Local Manager, or his designee in his absence, shall give a  
15 written response within seventy-two (72) hours as to the reason(s) for utilizing  
16 personnel from other stations.

17  
18 B. Upon completion of a field or emergency work assignment an employee  
19 shall return to his home station in accordance with the orders received at the time  
20 he left his home station, or in accordance with the orders he received from the  
21 person to whom he was ordered to report in the field, and shall be compensated  
22 for the return trip in accordance with the provisions of paragraph A. above.

23  
24 C. All time spent in traveling or waiting in connection with field service will be  
25 paid at the applicable straight time and overtime rates of pay. If such travel is  
26 interrupted or delayed for any reason and the employee is released by an agent  
27 of the Company for a period of five (5) consecutive hours or more, he shall not be  
28 paid for the time released but in no event shall any employee receive less than  
29 eight (8) hours' pay at straight time rates for any twenty-four (24) hour period  
30 while away from his base station on emergency field service. When two (2) or  
31 more Technicians are assigned to a field service trip, the most senior qualified  
32 employee will be appointed as **the point of contact and be paid a premium**  
33 **equal to a** Lead if no Lead is available at the Station.

34  
35 D. Each employee covered by this Agreement shall receive, when away from  
36 his regular base on regular or special duty, actual and reasonable expenses as  
37 defined in Systems Regulations. The employee shall be entitled to draw an  
38 expense advance to be accounted for in accordance with Company policy. The  
39 advance, however, is not to exceed the allowance for the estimated number of  
40 days he will be away from his home base. Employees will not be required to use  
41 their personal automobile for Company business.

42  
43 E. When an employee is away from his home station on a field assignment he  
44 shall be paid straight time and overtime in accordance with the provisions of this  
45 Agreement but in no event shall he receive less than eight (8) hours pay for each  
46 day; provided, however, that the Company may schedule him to take his regular  
47 day off without compensation except for the reasonable and necessary expenses  
48 provided for in this Article.

49

1 F. An employee having completed a field assignment away from his base  
2 Station, beyond his regular shift, shall have at least eight (8) hours rest before  
3 being required to report for work. An employee having completed a field  
4 assignment shall not be paid less money, exclusive of expenses, than he would  
5 have received had he worked his regular shift at his home base. **If on return**  
6 **from a multiple day field trip an employee has two (2) hours or less**  
7 **remaining in his shift, he shall be released from duty for the day with pay.**  
8

9 G. When employees are required to engage in field or emergency work, their  
10 tool boxes, tools and luggage will be protected by the Company at a full dollar  
11 value against fire, theft or damage at base or bases or during shipment. The  
12 Company may require the valuation to be certified in advance of the employee  
13 departing.  
14

15 H. Employees traveling or waiting in pay status are prohibited from partaking of  
16 alcoholic beverages.  
17

18 I. Any employee covered by this Agreement required by properly designated  
19 Company authority to participate in test flights or to travel in connection with his  
20 job for all hours away from his base or station shall be covered by standard travel  
21 accident insurance policy with a death benefit of \$100,000 at no cost to the  
22 employee. The Group Insurance beneficiary will apply unless the employee  
23 designates a beneficiary in a letter to the Personnel Office.  
24

#### 25 J. Field Trip Procedures

26  
27 In the event a field trip is required to restore airplanes or equipment to  
28 service, the responsible station Maintenance Manager or his designee will be  
29 contacted regarding specifics of a potential trip. Even though the actual selection  
30 of personnel may be delegated, it will be the Maintenance Manager's  
31 responsibility to ensure the process is conducted in accordance with the following  
32 procedures:  
33

##### 34 1. General

35 a. Personnel desiring to be considered for field trips must indicate  
36 their preference by signing up on a volunteer list.  
37

38 b. The volunteer list will be posted and maintained at each location.  
39 Technicians will have the option to add or delete their names at any time prior to  
40 the selection process.  
41

42 c. Personnel on a temporary upgrade to lead technician will be  
43 eligible for field trip considerations as a technician. Because of the need for  
44 operational continuity, personnel on a temporary upgrade to supervisor will not  
45 be eligible.  
46

47 d. Those employees who are on leave of absence, vacation, sick  
48 leave, jury duty, on the job injury/modified duty, military leave, training, etc., will  
49 not be eligible for consideration for Field Trips.  
50

1           2.    Selection

2  
3           a.    Personnel will be selected by classification from the field trip  
4 volunteer list in order of classification seniority from the appropriate category of  
5 field trips as specified in each station's policy. A notice of any change in the  
6 station field trip policy will be given to the Local Airline Representative prior to  
7 that change going into effect. Personnel who are or will be present and working  
8 at least one (1) hour prior to the planned departure time for the field trip will be  
9 the first eligible for the field trip.

10  
11           b.    When the field trip is at a remote location, or if there is no help  
12 available and the project is of a nature where more than one (1) person is  
13 required for safety purposes, at least two (2) people will be sent on the field trip.

14  
15           c.    Personnel must be qualified on aircraft type and category of field  
16 trip (i.e., structures, avionics, engine change and A & P, etc.); possess R.I.I. if  
17 required, and be Run & Taxi qualified if required.

18  
19           d.    The Station/Stations supplying personnel for a field trip will be  
20 determined by the Company, considering geographical location and manpower  
21 availability.

22  
23           e.    Current overtime status will not prohibit an employee from being  
24 selected.

25  
26           f.    Acceptance of a field trip constitutes implied acknowledgment that  
27 the individual selected possesses the necessary skill(s). Personnel who  
28 volunteer and accept a trip are responsible for their own qualifications, and are  
29 responsible for the tools that are required for the task in question. Special tools  
30 will be supplied by the Company.

31  
32           g.    Unless released by the Manager/Supervisor in charge, field trip  
33 assigned personnel will stay with the task until it is completed.

34  
35           h.    Employees will maintain a neat and clean appearance when flying  
36 either class. Dress code will be in accordance with the Pass Policy.

37  
38           i.    The supervisor will offer the assignment to employees on the  
39 volunteer list and if he does not have enough volunteers, he will then assign  
40 employees from the volunteer list in inverse classification seniority order. If no  
41 volunteers are on the list, the supervisor will assign the field trip to the most junior  
42 qualified technician(s). Individuals may request that they not be assigned to a  
43 field trip if such assignment will cause extraordinary hardship. The manager shall  
44 consider such requests on a case by case basis and will exercise managerial  
45 discretion in making the assignment.

46  
47           K.    Special Projects

48  
49           1.    A Special Project is a major repair or modification within a station or  
50 bid location which requires specific skills and a dedicated crew to return an

1 aircraft or equipment to service. The manager responsible for the project will  
2 determine when a Special Project crew will be assigned and is responsible for  
3 ensuring the selection process is conducted in accordance with the following  
4 procedure. During the selection process, the manager will brief the employee(s)  
5 of the nature and expected duration of the project.  
6

7 2. Personnel desiring to be considered for Special Projects must indicate  
8 their preference by signing on one (1) or more of the four (4) volunteer lists:  
9 Major Structures, Avionics, A & P Base and A & P Line. The volunteer lists will  
10 be posted and maintained in classification seniority order at each station.  
11 Technicians will have the option to add or delete their names at any time prior to  
12 the selection process.  
13

14 3. Selection:

- 15 a. Personnel must be on the Special Project volunteer list.
- 16 b. Personnel must be qualified and possess the required skills to  
17 accomplish the task.
- 18 c. Current overtime status will not prohibit an employee from being  
19 selected.
- 20 d. Those employees who are on leave of absence, vacation, sick  
21 leave, jury duty, on the job injury/modified duty, military leave,  
22 training, etc., will not be eligible for consideration for Special  
23 Projects.
- 24 e. In the event the Company determines that a special project can  
25 be performed within a bid location, selection for the special project  
26 will be offered within the bid location, by classification seniority,  
27 from the bid location in which the work normally would have been  
28 performed. When the Company determines a Special Project  
29 cannot be contained within a bid location, personnel will be  
30 selected by classification seniority in the order by type of project  
31 as stated below. The supervisor will offer the assignment to  
32 employees on the Special Project volunteer list and if he does not  
33 have enough volunteers, he will then assign employees from the  
34 Special Project volunteer list in inverse classification seniority  
35 order. In the event manpower depletion becomes unmanageable  
36 in a specific bid location, the Company may bypass the remaining  
37 volunteers on the list from that bid location and go to other bid  
38 locations or stations.  
39  
40  
41  
42  
43  
44

45 Major Structures:

- 46 1) Sheet Metal - Base/Line/Shop (pooled together)
- 47 2) All other qualified volunteers
- 48 3) All other qualified volunteers from other stations per their field trip  
49 list.  
50

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24

Avionics

- 1) Base/Line/Shop (pooled together)
- 2) All other qualified volunteers from other stations per their field trip list.

A & P Base

- 1) Base Technicians
- 2) Line/Shop Technicians (pooled together)
- 3) All other qualified volunteers from other stations per their field trip list.

A & P Line

- 1) Line Technicians
- 2) Base/Shop Technicians (pooled together)
- 3) All other qualified volunteers from other stations per their field trip list.

4. Once a dedicated crew has been assigned to a Special Project, all overtime related to that project will be handled within that dedicated crew first.

5. Acceptance of a Special Project constitutes implied acknowledgment that the individual selected possesses the necessary skill(s). Personnel who volunteer and accept a Special Project are responsible for accurately advising the Company of their level of experience/qualifications.

1 **ARTICLE 9, SENIORITY**

2  
3 A. Company seniority of present employees will include total length of  
4 continuous service with the Company or any of its predecessor companies.  
5 Classification seniority shall be by work classification and shall accrue from the  
6 date of entering such classification after passing his probationary period as  
7 provided for in Article 9.C. or 10.D. The date of entering a classification shall be  
8 established as of the date the bid was awarded or the employee was hired and  
9 reported to work under this agreement. The work classifications to be recognized  
10 for seniority purposes shall be as ranked below:

- 11
- 12 1. Lead/**OJT** Inspector
  - 13 2. Inspector
  - 14 3. Lead/**OJT** Technician (Aircraft, Machinist, Avionics, Facilities,  
15 Automotive)
  - 16 4. Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
  - 17 5. Lead/**OJT** Fleet Service
  - 18 6. Fleet Service
  - 19 7. Technician Helper
  - 20 8. Janitor
- 21

22 B. Classification seniority system-wide shall be recognized at all points where  
23 persons hereunder are employed, in all reductions of force and recall after layoff,  
24 in bidding for vacancies or new jobs, for preference of shift assignment when a  
25 vacancy occurs and in all promotion, layoff, or transfers involving classification**(s)**  
26 covered by this agreement.

27  
28 C. 1. New employees shall be regarded as probationary employees for the  
29 first 1,040 hours worked during their employment. Prior to the completion of his  
30 probationary period, the Company may administer a written and/or practical trade  
31 test to help measure the probationary employee's skills and abilities. The  
32 Company shall have the right to unilaterally terminate any employee during the  
33 probationary period.

34  
35 2. If retained in the service of the Company after the probationary period,  
36 the names of such employees shall then be placed on the Seniority List in the  
37 order of the date of their original hiring. **The date of hire will be the employee's**  
38 **first day of paid service.** To decide the position of two or more employees on  
39 the Seniority List, whose hiring date or date of entering a classification is the  
40 same, the following procedure will be used in sequence as outlined:

- 41
- 42 a. Date of entering classification
  - 43 b. Hiring date-
  - 44 c. Chronological age
- 45

46 3. Any employee who has had a break in service during his  
47 probationary period and who is re-employed within 365 days from the last day  
48 worked prior to his break in service will be credited with previous Company  
49 service in the classification and his seniority date will be adjusted by excluding

1 the break in service time. All hours worked by a probationary employee in a  
2 temporary position will count towards completion of the probationary hours.

3  
4 D. Seniority lists, showing the classification and company seniority of all  
5 employees covered by this Agreement are made a part of this Agreement,  
6 corrected to December 1, **April 1 and August 1** // will be posted by January 1,  
7 **May 1 and September 1** // of each year, **on the M&E website. The Company**  
8 **will supply the Seniority List to each Airline Representative and the AMFA**  
9 **Administrative Office electronically. // The lists will be arranged and**  
10 **numbered in seniority order by classification and** will show employee's name  
11 and // seniority date and will be subject to correction upon protest, if complaint is  
12 filed within thirty (30) calendar days after the Local Contract Committee or Local  
13 designated Shop representative and the Company Supervisor have  
14 **electronically received the seniority list. //** Protests shall be filed through the  
15 Local Contract Committee and directed to the Airline Representative and the  
16 Company Personnel Department. The Airline Representative and the Company  
17 shall meet within ten (10) calendar days of receipt of the protest resolve the  
18 protest and reply to the Local Contract Committee. If no protest is filed within the  
19 aforementioned thirty (30) calendar days, from the initial time the employee's  
20 name appears on a particular list, such list shall be presumed beyond question to  
21 be correct; and no protest, grievance suit, or other means shall thereafter be  
22 commenced or entertained to change said date for any employee unless a  
23 subsequent list alters his seniority date. //

24  
25 E. 1. Employees promoted to positions within the Company not covered by  
26 the Agreement will retain and continue to accrue seniority in classifications from  
27 which promoted for a period of ninety (90) calendar days from the time of the  
28 promotion, during such time he shall have the option of returning to his former  
29 position under the Agreement. After completion of the aforementioned ninety  
30 (90) day period, he shall retain former seniority for a period not to exceed five (5)  
31 years on an accumulative basis. If during the aforementioned five (5) year  
32 period, he is laid off as a management employee, he will be permitted to exercise  
33 his retained seniority to bid a vacancy, or to displace the most junior employee in  
34 the highest classification in which he holds seniority at the location from which  
35 promoted. After the five (5) year period his name will be removed from all  
36 seniority lists.

37  
38 2. Employees who are selected to fill a temporary management position  
39 within the Company, not covered by this Agreement, will retain and continue to  
40 accrue seniority in classifications from which promoted for a period not to exceed  
41 ninety (90) days worked in such position(s) on a cumulative basis per calendar  
42 year. During such time, he shall have the option of returning to his former  
43 position under the Agreement without penalty or loss of seniority. While filling a  
44 temporary upgrade to a management position, such employee is not eligible for  
45 overtime under this Labor Agreement.

46  
47 3. However, after completion of the ninety (90) days as outlined in E.2.  
48 above, an employee selected for an additional upgrade to a temporary  
49 management position not covered by this Agreement, will retain but not accrue

1 classification seniority. Classification seniority accrual will cease during this  
2 additional time spent in management for the remainder of the calendar year.

3  
4 F. Employees covered by this Agreement shall lose their seniority status and  
5 their names will be removed from the seniority list under the following conditions:

6  
7 1. He quits or resigns.

8  
9 2. He is discharged for cause.

10  
11 3. He is absent from work for two (2) consecutive work days without  
12 properly notifying the Company for the reason of his absence and not then if a  
13 satisfactory reason is given for not so notifying the Company.

14  
15 4. He does not inform the Company in writing or **// electronic mail** of his  
16 intention to return to service within seven (7) calendar days of receipt of notice  
17 offering **actual or potential re-employment //**.

18  
19 5. He does not return to the service of the Company on or before a  
20 date specified in the notice from the Company offering him re-employment which  
21 date shall not be prior to fifteen (15) calendar days after sending such notice.  
22 The date of re-employment may be earlier if mutually agreed by the employee  
23 accepting recall and the Company. However, this paragraph will not apply to  
24 work offers of less than ninety (90) calendar days.

25  
26 6. All notices required to be sent under this section shall be sent by  
27 registered mail, return receipt requested, to the employee at the last address filed  
28 by him with the Personnel or Maintenance Department; provided however, there  
29 shall be no duty on the part of the Company to send a notice to a laid off  
30 employee unless said employee shall, when laid off, file his address with the  
31 Personnel or Maintenance Department of the Company and shall there-after  
32 promptly advise the Company of any change of address.

33  
34 G. Any employee holding seniority in classifications higher than his present  
35 classification and failing to bid on a bulletined job in such higher classification for  
36 which he has previously qualified, shall lose all seniority in such classification,  
37 except, at no time shall an employee be compelled to bid on a vacancy at  
38 another station. The same shall apply if his bid is withdrawn prior to the bid  
39 award or failure to accept after the award. This provision may not apply for a  
40 period of six (6) months after an employee has been transferred to his present  
41 station if he receives an exemption from the local Airline Representative. The  
42 Airline Representative shall advise the Company in writing of such exemptions  
43 prior to the awarding of the bid. When an employee successfully bids from a  
44 higher classification to a lower classification, he shall lose his seniority in all  
45 classifications which are rated higher than the one to which he has successfully  
46 bid.

47  
48 H. Employees who have given long and faithful service in the employ of the  
49 Company and who **//** have become unable to handle their normal assignments,

1 **may request to //** be given preference for such other available work as they are  
2 able to handle.

3  
4 I. Employees successfully bidding on **equal or** higher classifications shall  
5 retain and accrue seniority in classifications from which **transferred or** promoted.

6  
7 J. In the event of a vacancy in one of the technician classifications (Aircraft,  
8 Machinist, Automotive, Avionics, Facilities) as set forth on the seniority lists as  
9 referenced in "D" above, those employees at that station having the proper  
10 qualifications whose names appear on the various other technician seniority lists  
11 shall be allowed to bid on that job before a new employee is hired into that  
12 vacancy. If an employee thereby fills such a vacancy, he will begin to accrue  
13 seniority on the appropriate seniority list and shall retain and continue to accrue  
14 seniority on his former seniority list unless the change is to a lower classification,  
15 and then he would lose seniority in the higher classification.

16  
17 K. When it becomes necessary to reduce the number of employees in any  
18 classification covered by this Agreement, the Company will reduce the  
19 employees in that classification with the least seniority at the affected station in  
20 any given shop or bid location. **Prior to a reduction in force of five (5) or more**  
21 **employees, or more than twenty percent (20%), at a station, the Company**  
22 **will meet with the Local Airline Representative(s) to discuss their plans.** In  
23 the event of the lay off of employees who have completed their probationary  
24 period, two (2) calendar weeks' notice (**or such longer period as may be**  
25 **required by law**) shall be given by the Company, or pay in lieu thereof, with a  
26 copy of such notice furnished to the Local **Airline Representative(s)** and to the  
27 AMFA **National** Administrative Office. If employment is temporarily interrupted  
28 because of a strike or picketing of Company premises, an act of God, a national  
29 war emergency, revocation of the Company's operating certificate(s), or  
30 grounding of the carrier's aircraft by government order, the **//** notice will not apply.  
31 The employee(s) affected **by a reduction in force** must within seven (7)  
32 calendar days give written notice **on a furlough option sheet** to the Company  
33 and the Union exercising his seniority in the following manner or his name shall  
34 be stricken from all seniority lists. **Reference paragraph M.1**

35  
36 1. He must displace the most junior employee in his **current** classification  
37 in any bid location at his station, **or accept a vacancy in his current**  
38 **classification at his station.**

39  
40 2. If unable to exercise his seniority in his own station, he must further  
41 exercise his seniority by one of the options outlined below.

42  
43 a. Displace the most junior employee at any station in his **// current**  
44 classification on the System. **// Employee(s) who have exercised their**  
45 **seniority by this paragraph will have first right of recall to the station from**  
46 **which they were furloughed.**

47  
48 b. Displace the most junior employee in any **//** classification in which  
49 he holds seniority at his station, **or accept a vacancy in any classification he**  
50 **holds seniority in at his station.**

1  
2 c. Provided the employee is unable to exercise seniority in b. above,  
3 he may displace the most junior employee on the system in any // classification in  
4 which he holds seniority. **This option will entitle the employee to first right of**  
5 **recall to the station and classification from which he was furloughed.**  
6

7 d. **An employee may** go on layoff status at the station where  
8 affected by a reduction in force, providing he has exercised seniority to fullest  
9 extent possible in any classification of technician or higher **at his station.** An  
10 employee who is unable to exercise seniority in a technician classification and  
11 holding seniority in a lower classification may elect to go on a layoff status rather  
12 than exercise seniority in a lower classification, in which event he shall lose  
13 severance pay and seniority in all classifications lower than that of technician.  
14

15 //  
16

17 3. An employee electing options b. or c. above shall retain and accrue  
18 seniority in all classifications from which laid off or displaced, but will be required  
19 to accept recall in his classification at the station from which he was laid off or  
20 displaced. An employee electing d. above shall accrue seniority in all  
21 classifications in which he retains seniority.  
22

23 **4.** Employees given layoff notice and accepting a layoff at their station will  
24 be required to inform the Company and the Union in writing if they will accept re-  
25 employment of less than ninety (90) calendar days. An employee will be allowed  
26 to change his intentions with another letter mailed prior to the mailing date of the  
27 letter from the Company offering re-employment.  
28

29 **5.** Employees electing to exercise the above options will not be permitted  
30 to displace a junior employee at some later date.  
31

32 **6.** Employees laid off will continue to accrue seniority in all classifications  
33 from which laid off for up to two (2) years provided he abides by Paragraph 2  
34 above **and shall have recall rights for ten (10) years from the date of**  
35 **furlough, unless otherwise relinquished per this Article.**  
36

37 L. In the event of the geographical relocation in whole or in part of any of the  
38 work performed by any of the employees covered by this Agreement, the  
39 employees affected will have the option of following the work or exercising their  
40 seniority rights as provided for in Paragraph K. above. If, in the event of a  
41 geographical relocation, **an** insufficient **number of** people transfer to such jobs,  
42 the remaining vacancies will be **// filled** in accordance with the Agreement.  
43

44 M. **Recall of Laid off Employee(s)**  
45

- 46 1. **At the time of furlough, the affected employee(s) will indicate on his**  
47 **furlough option sheet the stations to which he will accept recall.**  
48 **Subsequently, a preference bid pursuant to Article 10 may be**  
49 **utilized to identify additional stations to which he wishes to be**  
50 **recalled.**

1  
2 **Examples:**

3 **An employee on station layoff, who submits a preference bid and**  
4 **accepts recall to a station other than one indicated on his furlough**  
5 **option sheet will be removed from the recall list but will not be**  
6 **subject to the restrictions outlined in Article 10 I. In order to return**  
7 **to his original station he must submit a preference bid.**

8  
9 **An employee on station layoff, who submits a preference bid but**  
10 **declines recall to a station other than one indicated on his furlough**  
11 **option sheet will be subject to the restriction outlined in Article 10**  
12 **A.1.**

13  
14 2. **An employee on lay off who fails to accept recall to a station**  
15 **indicated on his furlough option sheet will lose his seniority and he**  
16 **will be considered to have resigned from the Company.**

17  
18 3. a. **An employee on lay off who is recalled shall be given notice by**  
19 **certified mail, return receipt requested, to the last known address**  
20 **of record. A copy of this notice shall also be sent to his Airline**  
21 **Representative. The employee must notify the Company in writing**  
22 **or electronic mail within 7 days of receipt as to whether or not he**  
23 **intends to report for work at the designated time. Failure to notify**  
24 **the Company within the 7 days and report at the designated time**  
25 **will result in the loss of all seniority rights and the employee will be**  
26 **considered to have resigned.**

27  
28 b. **Concurrent with notice of recall referenced in 3.a, the Company**  
29 **may send a notice of potential recall to other laid off employee(s)**  
30 **who have designated the same station. Such notice shall be by**  
31 **certified mail, return receipt requested to the last known address of**  
32 **record. A copy of this notice shall also be sent to his Airline**  
33 **Representative. The employee must notify the Company in writing**  
34 **or electronic mail within 7 days of receipt as to whether or not he**  
35 **intends to accept recall to such station if offered. Failure to notify**  
36 **the Company within the 7 days will result in the loss of all seniority**  
37 **rights and the employee will be considered to have resigned.**

38  
39 4. **An employee who has been furloughed and exercises his seniority**  
40 **to another station at the time of furlough will have first recall rights**  
41 **back to the station and classification from which he was**  
42 **furloughed.**

43  
44 5. **An employee who elects to take a station layoff in lieu of exercising**  
45 **his seniority to the fullest extent on the system, will be eligible to**  
46 **be awarded a vacancy according to his seniority. This employee**  
47 **does not have first recall rights.**

48  
49 6. **There will be no preference bids awarded at a station until all**  
50 **employees in that classification with first recall rights have either**

1 been returned or refused recall to that station. If an employee  
2 refuses recall he shall forfeit all of his recall rights.

3  
4 N. Furloughed Employees Bidding Parameters

- 5  
6 1. A furloughed employee may preference bid to other bid locations  
7 at his station without losing his recall rights to his original station.  
8  
9 2. An employee who has exercised his seniority rights to bid to any  
10 other station after the initial move caused by the furlough, will  
11 forfeit all recall rights to the original station from which he was  
12 furloughed.  
13  
14 3. If a new bid location or station is opened the Company will notify  
15 the Airline Representatives in writing prior to the posting of the bid  
16 for purposes of communication with employees on layoff.  
17

18  
19 Q. An employee who has passed probation and transfers to another bargaining  
20 unit shall retain and continue to accrue seniority under this Agreement during his  
21 probationary period in the new position, provided he continues to pay dues to the  
22 Association. If the employee does not complete said probationary period for any  
23 reason, the employee shall be returned to his previous classification under this  
24 Labor Agreement if a vacancy exists for which he is qualified, without loss of  
25 seniority. If no vacancy exists, the employee will be placed on furlough status  
26 and must place a preference bid on file. In order to claim this right of return, the  
27 employee must deliver a written notification of intent to return to the supervisor of  
28 his former bid location within fourteen (14) calendar days of either notice to the  
29 employee of failure to pass probation or the employee's notice to the Company of  
30 his intent to resign from the new position. Successful completion of his  
31 probationary period shall be cause to remove the employee from the seniority  
32 lists covered by this Agreement.

33  
34 //

1 **ARTICLE 10, VACANCIES**  
2

3 A. Employees under this Agreement who desire to move to another station,  
4 bid location, or classification will place a preference bid on file with the Company.  
5 The employee may specify part-time, full-time, shift and days off. An employee  
6 filing a preference bid for a position in which he holds seniority is not required to  
7 list any qualifications. The preference bid may be submitted at any time to the  
8 local manager or his designee at which time the bid will be time/dated and shall  
9 become effective five (5) days after the time/date. **When vacancies are posted**  
10 **(reference paragraph H) bids may be filed electronically by the closing date**  
11 **of the posting. Electronic bids will only remain active until the posted**  
12 **position is filled.**  
13

14 1. Preference bids may be withdrawn at any time. The procedure for  
15 withdrawal will be **in writing and //** effective immediately when submitted to the  
16 local manager or his designee, at which time the withdrawal will be time/dated.  
17 Employees with bids on file must renew them **// between January 1 and** January  
18 15 of each year to keep them valid. If an employee refuses to accept a  
19 preference bid award, he will not be awarded another preference bid for a period  
20 of six (6) months **unless furloughed per Article 9K2.**  
21

22 2. Preference bids shall be utilized for bidding station to station (e.g.,  
23 Anchorage Technician to Seattle Technician, Anchorage Technician Helper to  
24 Seattle Technician Helper); within same station between classifications (e.g.,  
25 Seattle Technician Helper to Seattle Technician); between bid locations within  
26 the same classification at the station (e.g., Seattle Hangar to Seattle Line); and  
27 from furlough to a vacancy. Preference bids will be used to fill vacancies to and  
28 from full time and part time positions. Movement between full time and part time  
29 positions within a bid location will also be allowed on a shift realignment.  
30 **However**, such movement will not require use of a preference bid. Preference  
31 bids shall not be used for bidding days off, shifts or starting times within a bid  
32 location.  
33

34 3. If an employee is not awarded an upgrade to a higher classification  
35 due to a lack of qualifications (not seniority), the company shall, within seven (7)  
36 days of the award, give the reason(s) in writing to the employee not receiving the  
37 award.  
38

39 4. Vacancies projected to be ninety (90) days or longer in the  
40 classifications covered by this Agreement shall be awarded to those employees  
41 who have a valid preference bid on file for the vacancy.  
42

43 5. "Vacancy" for purpose of this Article 10 shall be defined as an open  
44 position established by the Company, which resulted from either an employee  
45 leaving a bid location or an increase in the number of employees at a bid  
46 location.  
47

48 6. New employees may not submit preference bids during their  
49 probationary period.  
50

1 7. Preference bids shall be made out in triplicate, on a standard form  
2 supplied by the Company, signed by the employee, time-stamped and initialed by  
3 the receiving Company representative. The original of the preference bid and the  
4 duplicate will be retained by the Company, the triplicate retained by the  
5 employee. The employee may give a copy to his local Airline Representative. If  
6 the Union questions a bid award, it may review all preference bids on file for that  
7 position.

8  
9 8. No bid on file shall be altered in any way. Changes shall be made by  
10 submitting a new bid.

11  
12 9. If an employee is, on the same day, awarded two (2) or more awards  
13 by preference bid and accepts a vacancy and thereby rejects other bid awards,  
14 he will not be restricted from filing additional preference bids as set forth in A.1,  
15 above.

16  
17 10. Within ten (10) days, the Company shall post at each job location a  
18 notification showing the name and seniority date of the employee awarded the  
19 preference bid. The award shall remain posted for five (5) days.

20  
21 B. All vacancies in classifications covered by this Agreement at any new  
22 station, or classifications not currently utilized at a station, shall be bulletined at  
23 all stations where employees covered by this Agreement are employed. The  
24 bulletin shall state the number of vacancies to be filled, the classification of the  
25 job, the station, the qualifications for the job, duties to be performed, the place  
26 where bids are to be sent, and the last date on which they will be submitted.  
27 Such date will be a minimum of seven (7) days after the bulletin is posted. Any  
28 employee selected to fill such a vacancy shall be available to begin the  
29 assignment within the maximum of ten (10) days after being released from his  
30 job. An employee may, at his option, utilize earned vacation (excluding Article  
31 13, paragraph C.5. to defer loss of pay during the ten (10) days). Employees  
32 who are on vacation when a job is bulletined will be allowed to bid on the position  
33 within three (3) days after their return to work.

34  
35 C. Ability, plus classification seniority shall govern when filling vacancies.  
36 **Employees, who have been awarded a bid and are subject to the provisions**  
37 **of D.1 below, will be notified in writing.**

38  
39 D. 1. An employee who does not hold seniority in the classification or who  
40 does hold seniority but has not demonstrated his ability to perform the work on  
41 the present type of equipment or present methods of work will be permitted to  
42 hold the job for a minimum of 120 hours worked and no more than 480 hours  
43 worked on a trial basis in order to demonstrate his ability to perform the work  
44 required by the job. **During the trial period employees may be given written**  
45 **evaluations. Additionally, there will be a requirement for at least one**  
46 **written evaluation at the mid point of the trial period.** Classification seniority  
47 shall not accrue for employees filling temporary vacancies pursuant to Article  
48 10.G. During such period if the employee is unable to demonstrate his ability to  
49 perform the work required by the job, he may be returned to his previous  
50 assignment but he shall not, for a period of six (6) months be permitted to bid for

1 a vacancy in the same or a higher classification of work in which he was unable  
2 to demonstrate his ability; provided, however, that the return to his former station  
3 shall be without expense to the Company except that the Company will furnish  
4 NRSA air transportation on its system for the employee and his immediate family  
5 to the extent permitted by law, and the employee will be allowed a reasonable  
6 period from the time he is relieved of his duties until he is required to report for  
7 work at this previous station established as aforementioned.

8  
9 2. A successful bidder entering into a classification, whose employment in  
10 that classification is interrupted because of reasons other than an inability to  
11 demonstrate the "ability to perform the work," as provided in paragraph D.1., will  
12 retain, but not continue to accrue this classification seniority for a period of  
13 eighteen (18) months. However, such seniority accrual will not be awarded until  
14 he has successfully completed the accumulative 480 hours worked for this trial  
15 period, at which time his classification seniority will be adjusted to reflect all hours  
16 worked.

17  
18 E. During the interim required to fill a vacancy, the Company may select an  
19 employee to fill the vacancy temporarily. Employees temporarily transferred from  
20 their regular work to the work of any other classification covered by this  
21 Agreement shall receive their regular rate of pay or the minimum rate of the  
22 classification, whichever is higher, for performing such work.

23  
24 F. In the case of vacancies not expected to exceed ninety (90) calendar days  
25 or vacancies of less than ninety (90) calendar days when an employee will not  
26 accept recall as provided in Article 19.F, the Company may select an employee  
27 to fill this vacancy on a temporary basis. The selection will be based on seniority  
28 and ability insofar as practical. At the end of ninety (90) calendar days the  
29 vacancy will be awarded in accordance with Paragraph A.4. above.

30  
31 G. An employee under this Agreement assigned to a temporary job under  
32 Paragraphs E. and F. of this Article shall, upon such discontinuance of such  
33 temporary job, be returned to the job in his former classification and bid location  
34 that his seniority entitles him.

35  
36 H. In the event a vacancy in a classification covered by this Agreement exists  
37 at any location on the Company's system, **// the Company will post the vacancy**  
38 **electronically. Employees under this agreement will be given a minimum of**  
39 **seven (7) days to bid on the position. If no qualified employee bids the**  
40 **company may hire //** a new employee or offer the position to any existing  
41 employee.

42  
43 I. When an employee has been transferred (not furloughed) or hired to fill a  
44 vacancy, he shall not be entitled to receive an award of a preference bid to a  
45 different station for a six (6) month period, unless he is bidding into a higher  
46 classification or a newly opened station.

47  
48 J. **// All preference bids will be awarded by using // a centralized bidding**  
49 **procedure. //**

50

1 K. K. Leads shall be selected from those employees who hold at least two  
2 (2) years basic classification seniority and who hold all of the applicable licenses  
3 as required by this Agreement or by law. Leads shall be selected by applying a  
4 combination of classification seniority and the employee's possession of the skills  
5 and qualifications necessary to direct and lead the members of the group in the  
6 following areas: technical skills, leadership skills, organizational and  
7 communication skills. However, in those instances where a preference bid is on  
8 file from one (1) or more employees holding Lead classification seniority, the  
9 vacancy will be awarded to the most senior of those bidders.

1 **ARTICLE 11, LEAVE OF ABSENCE**

2  
3 A. All Leaves of Absence shall be without pay.

4  
5 B. All requests for Leave of Absence must be made through employee's  
6 immediate supervisor. After his initial probation period, Leave may be granted  
7 upon written request, such request being made at least fifteen (15) calendar days  
8 prior to commencement of desired Leave, except in an emergency. The  
9 Company shall give fourteen (14) days written notice to rescind a leave of  
10 absence that has been approved. An employee on Leave of Absence (LOA)  
11 desiring to return prior to the expiration of such LOA must give fourteen (14) days  
12 written notice and may return with Company approval.

13  
14 C. Where a justifiable reason exists and requirements of the service will permit,  
15 an employee shall be granted a Leave of Absence in writing for a period not in  
16 excess of ninety (90) days. Under such Leaves the employee shall retain and  
17 continue to accrue seniority. Copies of the approval shall be forwarded to the  
18 Personnel Department and the Airline Representative of the Union. Such Leaves  
19 may be extended for additional periods not to exceed thirty (30) days when  
20 approved in writing by both the appropriate supervisor and the Airline  
21 Representative. During such extension the employee will retain, but not continue  
22 to accrue seniority except where the Leave of Absence has been granted  
23 because of health, injury, or special assignment by the Company, in which case  
24 seniority shall accrue during the entire period of the Leave. No Leave for  
25 sickness or injury may exceed a total continuous period of three (3) years.  
26 Military, Maternity and Medical Leave shall be excluded from the ninety (90) day  
27 limitation as set forth above.

28  
29 D. Medical Leaves of Absence will be granted for pregnancy. Employees shall  
30 be granted Family Medical Leave and Medical Leave in accordance with System  
31 Regulations. Employees who are required by their physicians not to work will be  
32 considered on Medical Leave of Absence during pregnancy. Employees who are  
33 granted Leave will be required to return to work within sixty (60) days after the  
34 birth of the child, or of a miscarriage, unless an extension is granted. Said  
35 extensions may not exceed an additional thirty (30) days. At the conclusion of  
36 her Leave the employee will be returned to her former position unless it has  
37 ceased to exist or is filled by a more senior employee who has exercised  
38 displacement rights, in which case the employee will exercise her seniority in  
39 accordance with the terms of the Agreement. Employees who are granted  
40 maternity leave shall retain but not accrue seniority for the period of her Leave in  
41 excess of ninety (90) days.

42  
43 E. When more than one employee requests Leave of Absence over the same  
44 period of time and the reasons for requesting the Leaves are similar, company  
45 seniority shall apply. Once granted, the leave of absence will not be rescinded  
46 due to a request by a more senior employee.

47  
48 F. The Company and the Union will abide by the Selective Service Act of 1950  
49 as amended for any employees who serve in Active and Reserve Armed Forces.  
50

1 G. Employees elected to positions in the service of the Government of the  
2 United States or any political subdivision thereof, shall be granted an indefinite  
3 Leave of Absence by the Company. An employee on Leave of Absence for this  
4 purpose shall retain and continue to accrue seniority but shall have no other  
5 employee benefits. The employee will be compensated for any accrued vacation  
6 and will retain whatever sick and occupational injury leave he had at the time the  
7 Leave of Absence began. Thirty (30) days after the expiration of his term of  
8 Government office, the employee shall report to work or forfeit his seniority.

9  
10 H. Employees covered by this Agreement shall, upon returning from an  
11 authorized Leave of Absence or extension thereof, be returned to the bid location  
12 from which they left and to the position (shift and days off) they held at the time  
13 they left on Leave of Absence. If there is a shift realignment during the time of  
14 the employee's Leave of Absence, it is the obligation of the employee to keep his  
15 manager/supervisor informed of his preference for position(s). Failure to do so  
16 will result in the employee, upon return, being assigned to a position (shift and  
17 days off) until the next shift realignment.

18  
19 I. Any employee covered by this Agreement who engages in gainful  
20 employment while on Leave of Absence without prior written permission from the  
21 Company and Union, except employees on special assignments in the interests  
22 of the Company, shall be deemed to have resigned from the Company's service  
23 and his name will be stricken from the seniority roster.

24  
25 J. Employees who lose time due to being released from duty for authorized  
26 Association business will be paid for the time lost for which they had been  
27 scheduled to work and the Company will bill the Association for the time lost as a  
28 result of such release.

29  
30 1. Each month, the Company will supply AMFA with a list of employees  
31 who received wages and benefits, covered by this Agreement, during the  
32 previous month. In addition to the amount of reimbursement for wages, an  
33 additional payment in the amount of forty-five point two five percent (45.25%)  
34 shall be added for those fringe benefits accrued by the employee while on  
35 Association business.

36  
37 2. The employees on Association business will continue to receive and  
38 accrue all employee benefits at the same rate as if they were on the job.  
39 Benefits include sick leave accrual, vacation accrual, retirement, life/medical  
40 insurance, 401(k) and other applicable benefits, including seniority as well as  
41 pass privileges. Employees covered by this paragraph shall be considered active  
42 employees.

43  
44 3. Employees on the Association Negotiating Committee will be covered  
45 under this paragraph. While in negotiations, members of an Association  
46 Negotiating Committee will be on Association business. Employees covered  
47 under this paragraph J.3. will be considered on day shift with Saturdays and  
48 Sundays off during periods of actual negotiations or voting in conjunction with  
49 negotiations. Their work week will start and end at midnight between Sundays

1 and Mondays. However, if the negotiations are scheduled for more than thirty  
2 (30) days apart, the employee should return to his normal work schedule.

3  
4 4. Authorized Association business will be requested by the National  
5 Director or the Airline Representative through written notification to the Assistant  
6 Vice President of Labor Relations.

7  
8 5. Employees accepting full time employment with the Union as  
9 representatives of employees covered by this Agreement shall be granted  
10 Association business leave in accordance with this paragraph. Thirty (30)  
11 calendar days after termination of his employment with the Union, the employee  
12 shall report for work or forfeit his seniority.

13  
14 K. During periods of furlough, consideration will be given to requests for leaves  
15 of absence from senior employees, when granting such leaves will result in the  
16 retention of qualified junior employees.

1 **Article 12, Training**

2  
3 A. Hours spent in training, or in traveling to and from training, shall be treated  
4 the same as hours spent at work for all purposes under the Agreement. Travel  
5 time will be based on published travel time, plus one and one half (1 ½) hours  
6 each way.

7  
8 B. Employee may, with Company approval, volunteer to attend non-required  
9 training without pay.

10  
11 C. When an employee attends training away from his station he shall be  
12 entitled to actual and reasonable expenses, as substantiated by receipts, as  
13 defined in System Regulations.

14  
15 D. When any new equipment is put into service by the Company, employees  
16 covered by this Agreement will be given an opportunity to become familiar with  
17 such new equipment without change in classification or rate of pay; provided,  
18 however, that the Company may fix a reasonable time within which such  
19 employees must become familiar with such new equipment. All employees  
20 assigned to work in the ramp work area will receive proper training in ramp safety  
21 and the use of equipment they are required to operate as set forth in Company  
22 regulations.

23  
24 E. The Company may train students and prospective employees on the job site  
25 if it does not prevent or take work away from regular employees.

26  
27 F. The following procedures will be used to select an OJT:

28  
29 1. A selection committee will be assembled to review the potential  
30 trainers. The selection committee will be composed of an equal number of Union  
31 and Company appointed employees.

32  
33 2. The selection committee will use all of the following criteria in  
34 determining which employee fills the training positions.

35  
36 a. Classification Seniority

37  
38 b. Qualifications

39  
40 c. Completion of a Company and Union generated Training Skill  
41 assessment.

42  
43 3. The OJT must have competently performed the work for which he is  
44 training. He shall have at least **// two (2) years of basic classification seniority.//**  
45 **In the event there are no candidates meeting the two year minimum**  
46 **requirement or the candidate(s) that met the two year requirement did not**  
47 **meet the criteria for selection, then candidates meeting the following**  
48 **criteria will be considered.**  
49

1           **a. For aircraft maintenance, four (4) years of heavy transport**  
2           **maintenance experience.**

3  
4           **b. For GSE, Facilities, and Fleet Service, four (4) years of**  
5           **applicable job experience.**

6  
7           4. A trainer will be paid the training premium over and above his normal  
8 rate of pay.

9  
10          **//**

11  
12          **5.** While performing the training duties, a trainer will continue to accrue  
13 seniority in his basic classification.

14  
15          **G. If there are insufficient OJT trainers at the station or on the system**  
16          **willing to perform the training a management trainer may perform on the**  
17          **job training duties.**

18  
19          **H.** If **an employee is //** scheduled for training **//** for one (1) week or more, **//**  
20 **his** work week will be modified from **// his** regular schedule. **// He** will be notified  
21 of **// his** training by management. For example, for a one (1) week class **// he** will  
22 go to training Monday through Friday and have the following Saturday and  
23 Sunday off.

24  
25          **I.** The Company will make every reasonable effort to schedule employees  
26 for training within the employees normal work schedule. However, the employee  
27 can be scheduled to attend training off shift with a minimum of seven (7) days  
28 notice and out of the station with a minimum of fourteen (14) days notice. Once  
29 an employee is scheduled for training, they will be required to attend unless the  
30 training would cause an extraordinary hardship at that time. The manager shall  
31 work with the employee on rescheduling such requests on a case-by-case basis  
32 and will exercise managerial discretion in making the decision.

1 **ARTICLE 13, VACATIONS**

2  
3 A. The calendar year will be used to compute vacation allowances.  
4 Employees shall accrue vacation credits based on their length of service with the  
5 Company under this Agreement on the basis of the scale set forth in "B" below.  
6 Vacation credits shall be accrued for each month of employment prorated on the  
7 basis of the number of straight time hours worked. No vacation credits may be  
8 earned in other ways except that the Company may, at its discretion, approve  
9 personal leaves of absence up to eighty (80) hours per month with accrual for  
10 those hours not worked. Vacation credits will be compensated for at the  
11 employee's base rate of pay.

12  
13 B. 1. On completion of one (1) year 6.67 hours  
14 On completion of four (4) years 10.0 hours  
15 On completion of ten (10) years 13.34hours  
16 On completion of eighteen (18) years 16.67 hours  
17 On completion of twenty-four (24) years 20.00 hours

18  
19 **//**

20  
21 **2.** No vacation shall be accrued in any calendar month that an  
22 employee is on layoff, work stoppage, personal leave of absence, extended  
23 military leave or suspension for a period exceeding fifteen (15) calendar days.  
24 Vacation shall continue to be accrued for periods of up to ninety (90) consecutive  
25 calendar days when an employee is absent due to sick leave, workmen's  
26 compensation, medical leave of absence, union leave of absence and special  
27 leaves granted by the Company in cases of death, serious illness or emergency  
28 conditions within an employee's immediate family or in the special interest of the  
29 Company; further provide that such periods will be treated individually and shall  
30 not be accrued as a total in regard to the ninety (90) days limitations.

31  
32 **3.** Employees shall accrue no more than three (3) years annual  
33 vacation subject to the provisions of Paragraphs D.1. and D.2. of this article.

34  
35 C. Vacation Scheduling/Bidding

36  
37 1. On October 1 of each year, employees will be notified of the amount of  
38 vacation they should be entitled to bid during the forthcoming calendar year, and  
39 all employees will bid for their vacation preference in weekly increments during  
40 the months of October and November according to their Company seniority, by  
41 classification at each bid location, on each shift, at each station. The shift for  
42 bidding purposes will be determined based on the employee's shift on October 1.  
43 Leads will bid vacation separately from the basic classification, and all Lead  
44 shifts will be bid together by bid location, at each station. An employee shall  
45 make his selection in person or by proxy according to his assigned appointment  
46 time, or he shall forfeit his right to select in turn and shall follow the last employee  
47 who has selected. Such appointments will be a two (2) hour period scheduled  
48 during their normal shift hours including days off. First round appointments will be  
49 posted at least seven (7) days in advance. Any subsequent round appointments  
50 will be made at the time of bidding. In each classification, if there are four (4) or

1 less on a shift, all shifts may be combined for the bidding of vacation. Approved  
2 vacation selections will be posted at the various stations by December 21, and  
3 once posted a senior employee will not be permitted to take a vacation already  
4 assigned a junior employee. Ten (10) hour shift employees shall take their  
5 vacation in four (4) day increments and the employee shall be charged ten (10)  
6 hours for each vacation day paid.

7  
8 2. Vacation will be granted at time(s) most desired by employees, based  
9 on Company seniority by classification, but the right of allotment of any vacation  
10 period is reserved to the Company in order to insure the orderly operation of its  
11 business. For allotment purposes, no month or week within the year will be  
12 blocked from vacation selection.

13  
14 3. A vacation period shall not be less than a work week. There will be  
15 three (3) vacation bidding rounds. Vacation bidding for the first and second  
16 rounds will consist of one (1) block which shall be consecutive weeks. In the third  
17 and final round, an employee will be allowed to split his remaining vacation hours  
18 for any weekly increments still available to bid.

19  
20 4. An extra day will be added to an employee's vacation accrual if a paid  
21 holiday falls within his vacation period.

22  
23 5. a. Vacation shall commence with shift change closest to twelve (12)  
24 midnight Sunday, an employee may take any odd days of vacation he holds so  
25 that he may add his days off to the end of his vacation period.

26  
27 b. Employees may use day at a time vacation, subject to the  
28 approval of their supervisor. Requests for DAT vacation will be on a first-come,  
29 first-served basis, and no request may be made more than fourteen (14)  
30 calendar days in advance of the day requested. The supervisor shall notify the  
31 employee if he can have the day off no later than four (4) calendar days prior to  
32 the day requested unless mutual consent by both parties. If two (2) employees  
33 request the same day off on the same day, Company seniority shall govern.

34  
35 6. Employees will be allowed to donate earned vacation to another  
36 employee to use as paid time off for a catastrophic event subject to management  
37 approval.

#### 38 39 D. Cancellations

40  
41 1. If any employee changes shifts, bid locations or classifications, and his  
42 previous vacation period selection conflicts with the interest of the service in  
43 connection with his new position he shall select a new vacation period or with  
44 Company approval place his vacation in accrual even though it may exceed the  
45 three (3) year limit.

46  
47 2. If a vacation period is cancelled, in writing by the Company, the  
48 employee may select an open vacation period which shall not be cancelable or  
49 may place his vacation in accrual even though it exceeds the three (3) year limit,  
50 however, it must be taken prior to the end of the following calendar year. If a

1 vacation period is cancelled in writing by the Company, at least two (2) weeks  
2 notice must be given, except in the case of an emergency as set forth in Article  
3 4.Q.1. The employee must submit his time card(s) covering his vacation period  
4 at least two (2) weeks in advance of the start of the vacation period.

5  
6 3. Employees will, with Company approval, be allowed to cancel their  
7 vacation periods provided they give notice in writing to their supervisor at least  
8 fourteen (14) days prior to the beginning of their vacation period.

9  
10 4. When an employee vacates his vacation period as set forth in D.1.,  
11 D.2., or D.3. above, employees in the same bid group, commencing with those  
12 junior to the employee vacating his vacation period and those transferring into  
13 the bid group subsequent to the original vacation bidding, will be allowed to bid  
14 for the vacated period, in order of Company seniority. A notice of the vacated  
15 period will be posted and employees must notify their supervisor of their desire  
16 for the vacated period within seven (7) days of the posting. If not selected within  
17 seven (7) days, it will be considered an open period available to the first  
18 employee who requests it within the bid group. Vacation periods which in turn  
19 are vacated by this procedure will become open periods.

20  
21 E. Employees shall receive, on the day prior to the commencement of their  
22 vacation, the pay which would normally be payable on paydays falling within the  
23 employee's vacation period provided that the employee make a written request  
24 fifteen (15) days prior to the commencement of his vacation.

25  
26 F. In the event of death of an employee who has completed twelve (12)  
27 months of service, payment will be made to his estate for all accrued vacation.

28  
29 G. At the time the employee is given a lay off notice, he or she may notify the  
30 Company, in writing, within seven (7) calendar days if he desires to receive his  
31 vacation pay. If no notice is given he will receive payment for accrued vacation  
32 at the first pay period occurring 90 days after the last day worked.

33  
34 H. Employees who are on scheduled vacation are not eligible for overtime, field  
35 trips, or trades.

1 **ARTICLE 14, SICK LEAVE**

2  
3 A. Accrual

4  
5 1. All employees will be credited with eight (8) hours of sick leave for  
6 each month of their employment prorated on the basis of the number of straight  
7 time hours worked under this Agreement. No sick leave credits may be earned  
8 in other ways except that the Company may, at its discretion, approve personal  
9 leaves of absence of up to eighty (80) hours per month with accrual for those  
10 hours not worked. Probationary employees may not utilize sick leave, however,  
11 they will accrue during this period and will be credited retroactively after  
12 completion of their probation. Sick leave may be accrued at the rate of eight (8)  
13 hours per month as set forth above up to a maximum of 1,650 hours.

14  
15 2. Sick leave, with pay, will be granted up to the number of days credited  
16 to the employee at that time. When such sick leave is granted, the number of  
17 days paid for by the Company will be charged against the number of days  
18 credited to an employee. Once the employee returns to work, one (1) day for  
19 each month of continuous service shall again be credited to the employee until  
20 the total credit equals sixteen hundred and fifty (1,650) hours.

21  
22 3. Sick leave may be retained but not accrued during layoff or leave of  
23 absence providing such layoff or leave of absence does not exceed two (2)  
24 years.

25  
26 4. On October 1, when vacation accrual is posted, the amount of sick leave  
27 accrued shall also be posted.

28  
29  
30 B. Sick Leave Pay

31  
32 1. Payment for sick leave shall be based on the employees' regular  
33 straight time rate multiplied by the number of hours he is scheduled to work each  
34 day. However, there shall be deducted from such payment weekly indemnity  
35 available under the Company Group Insurance Plan, or in the case of injury on  
36 duty under Workers' Compensation Insurance, applicable to the same period of  
37 absence. Workers' Compensation will be charged against sick leave on a pro  
38 rata basis.

39  
40 2. All sick leave time granted shall be considered the same as time  
41 worked for the purpose of overtime pay.

42  
43 3. Employees will /// request payment for sick leave or injury in writing on  
44 a form provided by the Company. /// Sick leave with pay will be granted only in  
45 case of actual sickness or injury. No paid sick leave will be granted for injury or  
46 sickness resulting from attempted suicide and the use of alcoholic beverages  
47 (except for a Chemical Dependency Program).

48  
49 4. Routine dental and physical examinations will not be considered a  
50 basis for paid sick leave. However, one (1) day per twelve (12) month period will

1 be granted for an annual physical examination, provided the employee  
2 substantiates the usage with a doctor's slip, and has given at least five (5) days  
3 advance notice to his immediate supervisor. Annual physical examination time off  
4 will be granted subject to the needs of the operation. Routine dental  
5 examinations mean checkups, cleanings, fillings, x-rays, etc. Emergency dental  
6 needs shall be considered for paid sick leave. Urgent and/or emergency dental  
7 treatment which results in the employee being impaired and unable to return to  
8 work and perform the duties of his job will be considered non-routine and eligible  
9 for paid sick leave.

10  
11 5. Only days absent due illness of the employee shall be paid for from  
12 such allowed sick leave, except that sick leave of up to // forty (40) hours in  
13 each calendar year will be allowed an employee due to serious illness or  
14 hospitalization of his or her spouse or dependent child where he can show that  
15 such leave is necessary. Serious illness shall be defined as those situations  
16 where the spouse or dependent child is medically incapacitated and shall be  
17 considered to mean time for the employee to care for the spouse or dependent  
18 child. The Company may require verification in writing of such incapacitation.  
19 The four (4) days in each year for children may be expanded by Company policy  
20 or law. (For current information on Company policy, please contact Employee  
21 Benefits-SEAHB.)

### 22 23 C. Sick Leave Reporting

24  
25 1. Employees shall report to their supervisor that they are ill and unable  
26 to work at least two (2) hours prior to the start of their shift, if at all possible (i.e.  
27 employee injured on way to work, unable to communicate).

28  
29 2. Employees may be required to furnish the Company with a doctor's  
30 verification in writing to substantiate absences due to illness or injury when:

31  
32 a. An employee has any single absence of (3) three days or more.

33  
34 b. An employee has more than six (6) absences in a (12) twelve-  
35 month period. (One [1] absence is defined as one [1] or more consecutive days  
36 of illness or injury.)

37  
38 c. At any time the facts and circumstances surrounding a sick call or  
39 an attendance record indicates abuse of sick leave.

40  
41 The employer's written notice of the requirement for a written doctor's  
42 verification must be on an individual basis prior to further paid sick leave. A  
43 doctor's verification for an illness or injury shall be accepted as justification for  
44 sick leave pay.

45  
46 3. The Company shall have the privilege of investigating the  
47 circumstances of any absence due to illness or injury. Any fraudulent absence  
48 shall be cause for discipline up to and including dismissal. Any employee  
49 remaining at his residence or a hospital during the period shall be deemed to be  
50 sick unless found otherwise by registered medical personnel.

1  
2 D. Occupational Injury Leave  
3

4 1. Each employee covered by this Agreement shall, on an annual non-  
5 cumulative basis, be awarded occupational injury leave to be utilized in the event  
6 of absence due to occupational injury or illness during that calendar year. Full  
7 time employees shall receive one hundred twenty (120) hours and part time  
8 employees shall receive eighty (80) hours of occupational injury leave (OJI) per  
9 calendar year.

10  
11 2. The leave shall be expended on the basis of one hourly increments for  
12 time absent from work and shall compensate the individual for the difference  
13 between Workers' Compensation and regular straight time rate (including  
14 licenses and longevity, but excluding overtime).

15  
16 3. After the exhaustion of said leave, an employee may utilize  
17 accumulated sick leave on a prorate basis.

18  
19 E. The employee and the Union recognize their obligations to prevent absence  
20 for other reasons than illness and injury or other abuses of sick leave privileges,  
21 and pledge their wholehearted cooperation to the Company to prevent abuse.

22  
23 F. If the Company, at any time at its discretion, grants additional sick leave or  
24 assistance to any employee, it shall not constitute a precedent requiring  
25 additional sick leave or assistance in any other case.

26  
27 G. Employees will be allowed to use forty (40) hours sick leave with pay or, for  
28 part time employees, the number of hours in their current scheduled work week,  
29 when it is necessary for the employee to be absent due to a death in the  
30 immediate family. Immediate family shall be defined as father, stepfather,  
31 mother, stepmother, spouse, sister, brother, child, stepchild, **grandparents,**  
32 **grandchild,** mother-in-law or father-in-law of the employee.

1 **ARTICLE 15, TRANSPORTATION**

2  
3 A. 1. Employees covered by this Agreement will be granted the same  
4 transportation privileges on the Company system as may be established by  
5 Company regulations for all personnel. The service charge will be the same as  
6 for other employees of Alaska Airlines.

7  
8 2. All AMFA employees that are qualified to ride jump seat shall have  
9 jump seat authorization **in accordance with applicable laws and regulations.**

10 **//**  
11  
12 B. The Airline Representative and National Officers of the Union will be  
13 furnished with free annual positive space over the Company's system during their  
14 term of office for use when needed in connection with Union business related to  
15 this Agreement. The Local Executive Councils of the Union will be furnished with  
16 space available transportation. Employees officially representing the Union as a  
17 member of the contract negotiating committee shall receive on-line, company  
18 business, positive space (without displacing a revenue passenger), service  
19 charge waived passes for the purpose of traveling to and from negotiating  
20 sessions.

21  
22 C. 1. Employees transferring to another location at their own request due to  
23 bidding or exercise of seniority shall be provided with service charge waived,  
24 space available transportation for self and family.

25  
26 a. Employees bidding to another station shall be provided with on-  
27 line, space available transportation of personal effects up to 10,000 pounds at no  
28 cost to the employee.

29  
30 b. Employees transferring to another station to avoid lay off resulting  
31 from a reduction in force shall be provided with on-line space available  
32 transportation of personal effects up to 10,000 pounds at no cost to the  
33 employee.

34  
35 c. All shipments under either a. or b. above shall be limited to size  
36 by the type of aircraft normally operated between the two locations and shall be  
37 on an airport to airport basis. All other expenses shall be borne by the employee.

38  
39 2. Employees will be allowed a reasonable period, not to exceed ten (10)  
40 working days, between the time they are relieved of their duties until they are  
41 required to report at the new location. Such period shall be without pay and shall  
42 be established in advance and be dependent upon the means of travel.

1 **ARTICLE 16, GRIEVANCE PROCEDURE**

2  
3 A. In order to properly administer this Agreement and to dispose of all disputes  
4 or grievances which may arise under this Agreement or between the parties, the  
5 following procedure shall be followed:

6  
7 1. The Association will be represented by not more than one (1) properly  
8 designated Shop Representative in each department or shop at each point on  
9 the system on each shift where necessary.

10  
11 2. The Association will be further represented at each point where a Local  
12 exists by an Airline Contract Committee, consisting of the Airline Representative  
13 and two (2) members elected by the local membership. This committee will deal  
14 with officials of the Company.

15  
16 3. The Company will designate a representative at each location where  
17 persons covered by this Agreement are employed who is empowered to settle all  
18 local grievances.

19  
20 4. The Association and Company, will, at all times, keep the other party  
21 advised through written notice of any change in authorized representatives.

22  
23 5. The Airline Representative(s) of the Association or his designee shall  
24 be permitted at any time, to enter shops and facilities of the Company for the  
25 purpose of investigating grievances and disputes arising under this Agreement  
26 after contacting the Company supervisor in charge and advising him of the  
27 purpose of his visit. Such visits shall not be used to call meetings during work  
28 periods that interfere with routine production of employee.

29  
30 B. For the presentation and adjustment of disputes or grievances not involving  
31 discipline (covered by Paragraph C. of this Article) or discharge of employees,  
32 the following procedures will apply.

33  
34 The Shop Representative and/or employee will discuss the matter with the  
35 employee's immediate supervisor and endeavor to arrive at a satisfactory  
36 settlement of the matter. If the matter remains unsettled, the procedure shall be  
37 as follows:

38  
39 Step 1: Any employee or employees having a complaint or grievance in  
40 connection with the terms of this Agreement shall within fourteen (14) calendar  
41 days of the occurrence, or fourteen (14) calendar days of reasonable first  
42 knowledge thereof, present his claim or grievance to his Shop Representative  
43 and the employee's manager, or in his absence a designee, on a standard  
44 grievance form. The Shop Representative and manager, or in his absence a  
45 designee, shall meet within seven (7) calendar days from the day the manager,  
46 or designee, receives the grievance, and every effort shall be made to arrive at a  
47 satisfactory adjustment of same. The manager or designee will give his decision  
48 in writing to the Shop Representative and Grievant, with a copy to the Airline  
49 Representative, within five (5) **business (Monday-Friday, exclusive of**  
50 **holidays) //**days after the meeting.

1  
2 Step 2. If the Shop Representative or employee is not satisfied with the  
3 decision rendered in Step 1 above, the Airline Representative may appeal the  
4 decision to the Vice President of his division or his designee within twenty (20)  
5 calendar days of the date of the decision rendered in Step 1. A meeting will be  
6 held within ten (10) calendar days and a decision rendered by the Vice President  
7 or his designee within five (5) **business //**days. In the event the issue(s) is not  
8 settled satisfactorily the grievance may be appealed to the System Board of  
9 Adjustment for determination as provided in Article 17.

10  
11 C. In the case of action involving discharge, suspension, or discipline to the  
12 extent of loss of pay, the following procedure shall apply:

13  
14 1. No employee who has completed his probationary period will be  
15 disciplined to the extent of loss of pay, suspended or discharged without first  
16 being advised of the charges and extent of discipline, in writing with a copy to the  
17 Airline Representative within fourteen (14) calendar days of the alleged incident  
18 or fourteen (14) calendar days of reasonable first knowledge of the incident. The  
19 fourteen (14) calendar days does not include days in which the employee is not  
20 available due to vacation, Workers' Compensation time off, leave of absence,  
21 sickness, etc. Not later than five (5) **business //** days after receipt of the above  
22 notice, the employee may request a hearing and such hearing will be conducted  
23 not later than five (5) **business //** days after the employee's request. The  
24 employee may be represented at such hearing by the Airline Contract Committee  
25 and/or the Airline Representative. The Company representative conducting such  
26 hearing shall not be the person preferring the charges. Oral and written evidence  
27 may be introduced at such investigations and hearings and witnesses may be  
28 required to testify under oath. In case of a hearing involving an employee's past  
29 record, the employee and the Association may examine the employee's  
30 personnel record prior to such hearing. During the above procedure the  
31 employee may be held out of service pending the decision of the hearing. With  
32 the exception of investigations of potential unlawful activity (for example, theft,  
33 intoxication, fighting, etc.) or situations that pose a threat to the safety of the  
34 workplace, an employee held out of service by the Company will be withheld  
35 without loss of pay pending completion of the hearing.

36  
37 2. Within five (5) **business //** days after the close of such hearing, the  
38 Company shall render its decision in writing and shall furnish the employee and  
39 his accredited Airline Representative a copy thereof. If the decision reached as a  
40 result of the hearing is not satisfactory or if the decision is not forthcoming within  
41 the five (5) **business //** day period, the case may then be appealed to the  
42 System Board of Adjustment for determination as provided in Article 17.

43  
44 3. If, as a result of any investigation, hearing or appeals, **//** it is found the  
45 suspension or discharge was not justified, the employee shall be reinstated  
46 without loss of seniority and made whole for any loss of pay he suffered by  
47 reason of his suspension or discharge and his personnel records shall be  
48 corrected and cleared of such charge. If the decision rendered by the hearing  
49 results in the removal of the employee from the payroll such removal shall begin  
50 immediately after the decision. The time an employee may have been held out

1 of service prior to the decision will be considered as part of the discipline. In  
2 determining the amount of back wages due an employee who is reinstated as a  
3 result of the procedures outlined in this Agreement, the maximum liability of the  
4 Company shall be limited to the amount of normal wages he would have earned  
5 at straight time pay in the service of the Company had he not been discharged or  
6 suspended.

7  
8 D. If any dispute is settled in any of the steps as outlined in Paragraphs B. or  
9 C. above, the Association shall so advise the Company, in writing, within five (5)  
10 **business //** days of the receipt of said decision.

11  
12 E. When it is mutually agreed that a stenographic report is to be taken by a  
13 public stenographer of any investigation or hearing provided for in this  
14 Agreement the cost will be borne equally by both parties to the dispute. When it  
15 is not mutually agreed that a stenographic report of the proceedings be taken by  
16 a public stenographer, the stenographic record of any such investigation or  
17 hearing may be taken by either of the parties to the dispute. A copy of such  
18 stenographic record will be furnished to the other party to the dispute upon  
19 request at pro rata cost. The cost of any additional copies requested by either  
20 party shall be borne by the party requesting them whether the stenographic  
21 record is taken by mutual agreement or otherwise.

22  
23 F. The time limits set forth in this Article may be extended by mutual  
24 agreement.

25  
26 G. Non-compliance with the time limits set forth in the grievance procedure as  
27 outlined shall result in the granting of the grievance, if by the Company, and the  
28 denial of the grievance if by the Association or the aggrieved.

29  
30 H. Shop Representatives and local Airline Contract Committeemen will be  
31 permitted after reporting to their supervisor, a reasonable amount of time during  
32 working hours to investigate or present grievances without loss of pay. In the  
33 event it is necessary to go to another shop they will report in with the supervisor  
34 of the other shop.

35  
36 I. Necessary hearings and investigations called by the Company shall, insofar  
37 as possible, be conducted during regular business hours and all Shop  
38 Representatives, local Airline Contract Committeemen and witnesses necessary  
39 for a proper hearing or investigation will be compensated at straight time rate for  
40 all time spent attending such hearing or investigation.

41  
42 J. Disciplinary letters not involving a suspension in an employee's personnel  
43 file will be removed from the personnel file and will not be utilized for the basis of  
44 further disciplinary action if there have been no further discipline letters within  
45 one (1) year. All letters of discipline in an employee's personnel file will become  
46 null and void and removed from the personnel file if a two (2) year period has  
47 passed during which the employee receives no additional disciplinary letters.

48  
49 K. No employee will be discharged, suspended or disciplined without just  
50 cause.

1 L. 1. Rejected offers made by the Company or the Association for  
2 settlement of employee complaints and grievances will be of no value and will be  
3 inadmissible in any grievance or System Board of Adjustment hearing.

4  
5 2. Settlements of complaints and grievances will not, unless expressly so  
6 stated in writing and approved by the Aircraft Mechanics Fraternal Association  
7 and the Company, be of any value in the interpretation of this Agreement, nor will  
8 they set or be of any value as precedent for the handling of other similar matters,  
9 and they will be without prejudice to either the position of the Company or the  
10 Association on the issues raised.

11  
12 3. This paragraph L., shall not apply to System Board decisions.

1 **ARTICLE 17, SYSTEM BOARD OF ADJUSTMENT**

2  
3 A. In compliance with Section 204, Title 2 of the Railway Labor Act, as  
4 amended, there is hereby established a System Board of Adjustment, hereinafter  
5 referred to as "The Board," for the purpose of adjusting and deciding disputes or  
6 grievances which may arise under the terms of this Agreement, and which are  
7 properly submitted to it after exhausting the procedure for settling disputes, as  
8 set forth in Article 16 "Grievance Procedure."

9  
10 B. The Board shall be composed of a Company member, an Association  
11 member and a neutral referee selected by the Company and the Association.  
12 Unless the Company and Aircraft Mechanics Fraternal Association agree upon a  
13 combination of cases to be presented, each case presented to the Board shall be  
14 treated as a separate case.

15  
16 C. The Board shall have jurisdiction over disputes between any employee or  
17 employees covered by this Agreement and the Company growing out of  
18 grievances or out of interpretation or application of any of the terms of this  
19 Agreement. The jurisdiction of the Board shall not extend to proposed changes  
20 in hours of employment, basic rates of compensation or working conditions  
21 covered by this Agreement or any Amendment hereto.

22  
23 D. The Board shall consider any dispute properly submitted to it by the  
24 authorized representative of the Association, or by the Representative of the  
25 Company. Disputes introduced by the Association shall have been processed in  
26 accordance with the terms provided for in this Agreement, under Grievance  
27 Procedure, Article 16.

28  
29 E. All disputes properly referred by the Association to the Board for  
30 consideration shall be filed with the Company's Vice President in charge of Labor  
31 Relations by a Notice of Appeal which must be postmarked within thirty (30) days  
32 after final decision in the last step of the grievance procedure set forth in Article  
33 16. A copy of the submission as defined below will be included with the notice of  
34 appeal sent to the Company's Vice President in charge of Labor Relations. All  
35 disputes properly referred by the Company to the Board for consideration shall  
36 be filed with the Aircraft Mechanics Fraternal Association Airline Representative  
37 of the Local by a Notice of Submission which must be postmarked within thirty  
38 (30) days after the Vice President in charge of Labor Relations knew or should  
39 reasonably have been expected to know of the cause giving rise to the dispute.  
40 At the time of the Three (3) Person Board hearing, the party referring the dispute  
41 will submit to the Board a statement of the case which shall include:

- 42  
43 1. Question or questions at issue.  
44 2. Statement of facts.  
45 3. Position of employee or employees and relief requested.  
46 4. Position of Company and/or Association.  
47

48 F. Employees covered by this Agreement may be represented at Board  
49 hearings by such person or persons as they may choose and designate, in

1 conformance with the constitution of the Association. The Company may be  
2 represented by such person or persons as they may choose and designate.  
3 Evidence may be presented either orally or in writing, or both.  
4

5 G. A majority vote of all members of the Board shall constitute a decision which  
6 shall be final and binding on the parties. The decision of the Board shall be  
7 rendered within sixty (60) days of the close of the hearing, or if briefs are filed,  
8 within sixty (60) days of receipt of briefs.  
9

10 H. 1. The Board shall meet and consider each Grievance properly appealed  
11 to it at a time and place set by mutual agreement of the parties no later than one  
12 hundred twenty (120) days subsequent to the proper submission of a case to the  
13 Board as set forth in paragraph E. above. If either the Company or the Union  
14 consider the matter of sufficient urgency and importance, the Board shall meet  
15 not more than sixty (60) days after request of either party in accordance with the  
16 provisions of paragraph E. above. If either party fails to appear, the grievance  
17 shall be deemed settled in favor of the other party.  
18

19 2. The neutral member of the Board shall preside at meetings and  
20 hearings of the Three (3) Person Board. It shall be the responsibility of the  
21 neutral to guide the parties in the presentation of testimony, exhibits and  
22 argument at hearings to the end that a fair, prompt and orderly hearing to the  
23 dispute is afforded. The Board shall meet in the city where the general offices of  
24 Alaska Airlines are maintained unless a different place of meeting is agreed upon  
25 by the Board and the parties.  
26

27 3. a. The Company and the Association shall meet periodically to  
28 agree upon the selection of neutral members to sit with the Board in the  
29 consideration and disposition of pending cases and to establish mutually  
30 agreeable hearing dates. If by the time a case is scheduled for hearing date(s)  
31 no agreement has been reached on the neutral member, then either the  
32 Company or the Association may direct a request to the Chairman of the National  
33 Mediation Board for the appointment of a panel of five (5) neutral members from  
34 which the parties shall select.  
35

36 b. It is agreed that the parties will **// maintain a mutually agreed**  
37 **upon panel of five (5) arbitrators from which the neutral member will be**  
38 **selected.**  
39

40 4. The selection of a neutral shall be by alternately striking nominees  
41 from the panel. The initial strike shall be determined by flipping a coin. If the  
42 neutral thus chosen is not available during the 120-day period set forth in H.  
43 above, the neutral next below him on the list shall be contacted, in turn, until an  
44 available neutral is secured (bottom rotates to top). If no neutral is available in  
45 the 120-day period, the first available shall be selected.  
46

47 5. Upon the selection or the appointment of a neutral member, the  
48 appealing party shall forward a copy of the submission to the neutral member.  
49 All subsequent documents to be filed with the Board shall be addressed to all  
50 three (3) members of the Board.

1  
2         6. No matter shall be considered by the Board which has not first been  
3 fully processed in accordance with the grievance and appeal provisions of this  
4 Agreement.

5  
6 I. Nothing herein shall be construed to limit, restrict or abridge the rights or  
7 privileges accorded either to the employees or to the Company, or to their duly  
8 accredited representatives, under the provision of the Railway Labor Act, as  
9 amended.

10  
11 J. The Board shall maintain a complete record of all matters submitted to it for  
12 its consideration and of all findings and decisions made by it.

13  
14 K. Each of the parties hereto will assume the compensation, travel expense  
15 and other expenses of the Board members selected by it.

16  
17 L. Each of the parties hereto will assume the compensation, travel expense  
18 and other expenses of the witnesses called or summoned by it. Witnesses who  
19 are employees of the Company shall receive positive space transportation over  
20 the lines of the Company from the point of duty or assignment to the point at  
21 which they must appear as witnesses and return, to the extent permitted by law.

22  
23 M. The Company Board member and the Association Board member, acting  
24 jointly, shall have the authority to call witnesses and to incur such other expenses  
25 as in their judgment may be deemed necessary for the proper conduct of the  
26 business of the Board, and such expense shall be borne one-half (½) by each of  
27 the parties hereto. Board members who are employees of the Company shall be  
28 granted necessary time for the performance of their duties as Board members.  
29 Board members shall be furnished positive space transportation over the lines of  
30 the Company for the purpose of attending meetings of the Board, to the extent  
31 permitted by law.

32  
33 N. It is understood and agreed that each Board member shall be free to  
34 discharge his duty in an independent manner, without fear that his individual  
35 relations with the Company or with the Association may be affected in any  
36 manner by any action taken by him in good faith in his capacity as a Board  
37 member.

38  
39 O. Either party may withdraw a grievance at any time, and this shall not set a  
40 precedent on the merits of grievances filed in the future on a similar matter.

41  
42 P. All time limits in this Article may be extended due to a substantiated  
43 emergency such as an accident, death or serious illness, or by mutual  
44 agreement.

45  
46 Q. Expedited Arbitration

47  
48         1. Company and Association representatives will meet quarterly to  
49 identify specific cases which the parties agree to arbitrate under the expedited  
50 rules contained in this Article.

1  
2       2. The parties shall agree to both a date(s) and a neutral referee to hear  
3 these cases under the expedited rules.

4  
5       3. No discharge or suspension case may be heard under this procedure.

6  
7       4. All decisions will be final and binding in the same manner as if the case  
8 had been heard and decided under the normal application of this Article.

9       5. All decisions will be without precedent.

10  
11       6. Each party will be limited to a maximum of two (2) hours of  
12 presentation in each case. This includes opening statement, direct, cross, re-  
13 direct, re-cross, summation, etc. Each party may decide how to allocate it's own  
14 time. A stopwatch system will be employed.

15  
16       7. No transcripts will be taken.

17  
18       8. No written briefs may be filed.

19  
20       9. Decisions will be rendered without opinions within three (3) work days  
21 of the close of the hearing.

22  
23       10. Executive sessions may be waived by mutual agreement, but if  
24 conducted will be limited to thirty (30) minutes per case.

25  
26       11. A Company appointed Board member and a Union appointed Board  
27 member will hear these cases with the neutral referee.

28  
29       12. The parties will meet after each expedited case session to discuss the  
30 mutual benefit of adding to, deleting from, or amending these rules to further  
31 expedite the proper resolution of cases.

1 **ARTICLE 18, SAFETY AND HEALTH**

2  
3 A. Employees entering the service of the Company may be required to take a  
4 physical examination specified by the Company. The cost of such examination  
5 will be paid for by the Company. Thereafter the Company may request an  
6 employee to submit to further physical examination during the course of his  
7 employment or recall to service after a lay-off due to reduction in force. The cost  
8 of such further examination shall be paid by the Company. If it becomes  
9 necessary to hold an employee out of service due to his physical condition, the  
10 employee shall have the right to a second opinion with a health care provider of  
11 his choice. The employee will be responsible for any cost incurred (not covered  
12 by the employee's insurance) in obtaining the second opinion. The Union will, on  
13 the employee's request be fully informed of the circumstances and every effort  
14 will be made to return the employee to service at the earliest possible date.

15  
16 B. The Company agrees that our highest priority is the safety of the employees  
17 and the general public. The Company agrees to maintain safe, sanitary and  
18 healthful conditions in all work areas, and to maintain on all shifts emergency first  
19 aid equipment. It is understood that this does not require the Company to  
20 maintain a nurse or doctor to fulfill the requirements of the foregoing clause.

21  
22 C. The Company agrees to furnish good drinking water and sanitary fountains;  
23 the toilets and washrooms will be kept in good repair and in a clean, dry, sanitary  
24 condition. Employees will cooperate in maintaining the foregoing conditions.  
25 Shops and washrooms will be lighted and heated in the best manner possible  
26 consistent with the source of heat and light available. Individual lockers will be  
27 provided for all employees where space is available. Upon written request, from  
28 the Airline Representative(s), to the Safety Division, the Company and Union will  
29 meet to evaluate whether the conditions of this provision are being met.

30  
31 D. No employee will be required to work under unsafe or unsanitary conditions.  
32 In order to eliminate as far as possible accidents and illness, a joint safety  
33 committee composed of an equal number of Union representatives and  
34 Company representatives will be established at each location on the system,  
35 where employees covered by this Agreement are employed. It shall be the duty  
36 of the Safety Committee to determine if applicable State and Municipal safety  
37 and sanitary regulations are complied with, and to make recommendations for  
38 the maintenance of appropriate safety and sanitary standards. The committee  
39 members shall receive and investigate complaints regarding unsafe and  
40 unsanitary working conditions, and shall meet on a monthly basis to make  
41 recommendations concerning such complaints.

42  
43 E. The Company shall furnish all necessary safety devices for employees  
44 working on hazardous or unsanitary work, and employees will be required to  
45 wear such devices in performing such work. The Company will make a pair of  
46 knee pads available to an employee upon request. Replacements will be  
47 provided to the employee at one-half (1/2) the cost upon his turning in the worn  
48 out or damaged knee pads. The Company will make hearing protectors available  
49 to all employees.

50

1 F. The Company will furnish appropriate aprons, overshoes and gloves to all  
2 employees required to work with acids and chemicals that are injurious to  
3 clothing while such employees are engaged in such activities, and employees will  
4 be required to wear such equipment.

5  
6 G. Employees injured while at work shall be given medical attention as  
7 promptly as reasonably practical. The Company shall secure or direct round trip  
8 transportation for any initial emergency medical attention required.

9  
10 H. The Company will have the following cold weather clothing available to all  
11 employees required to go on emergency winter field trips:

12  
13 In Seattle:

14 3 Arctic Parkas - two large, one medium

15 3 Pair Insulated Boots - one large, two medium

16 In Anchorage:

17 3 Arctic Parkas - two large, one medium

18  
19 The above items will be maintained in stockroom, and no employee will be  
20 required to go on such trips if the above equipment is needed and not available.  
21 The Company shall provide other protective clothing from time to time as  
22 mutually agreed upon between the Union and the Company for protection  
23 against the elements and shall meet with the Local Committee periodically to  
24 review the condition of such clothing. The employees may be required to sign  
25 receipts for such items of Company protective clothing as are drawn.

26  
27 I. All employees will be required to wear a standard uniform, which may vary  
28 from station to station and between job classifications. The Company will furnish  
29 the uniforms at no cost to the employee and provide either all cleaning of  
30 required items, or a cleaning allowance of five dollars (\$5.00) per month per  
31 employee, at the option of the Company. Uniforms shall not be modified or  
32 altered in any way. The employee, through payroll deduction, shall authorize and  
33 reimburse the Company for any intentionally damaged, modified or lost uniform.  
34 The Company shall provide and approve an AMFA patch which will be attached  
35 to all uniforms. The size of the patch and the patch's placement shall be at the  
36 discretion of the Company.

37  
38 J. The Company will provide parkas and gloves for all Alaska based  
39 employees on an individual basis. Such clothing shall remain the property of the  
40 Company and shall be of a quality equal to that in use on the effective date of  
41 this Agreement. The Company will meet with the local Airline Representative to  
42 review the condition of the parkas prior to each winter's operation.

43  
44 K. When employees work on, load, unload or examine aircraft in the presence  
45 of dangerous materials or devices (e.g. bomb threats, hijackings), the Company  
46 shall provide hazardous duty life insurance. The insurance coverage shall be up  
47 to \$200,000 per life with a maximum of \$1,000,000 total coverage per accident,  
48 (e.g. if five (5) lives are lost in a single accident, the coverage is \$200,000 per  
49 life; if ten (10) lives are lost, the coverage is \$100,000 per life).

50

1 L. The Company may establish reasonable personal standards for appearance  
2 and safety.

3

4 M. Personnel required to perform the servicing of the Aircraft lavatories will not  
5 be utilized to clean the interior without being given a reasonable opportunity to  
6 clean up.

7

8 N. Aircraft Accident and Incident Investigation

9

10 The Company will include an AMFA representative in their emergency  
11 response notification system. AMFA must provide the Company with their  
12 twenty-four (24) hour contact information.

1 **ARTICLE 19, SEVERANCE ALLOWANCE**

2  
3 A. Any employee with two (2) or more year of service under this Agreement  
4 whose employment is involuntarily interrupted while he is in a position covered by  
5 this Agreement shall be paid the severance allowance provided in paragraph B.  
6 following, subject, however, to the limitations and qualifications and in  
7 accordance with the terms set out in paragraphs B. through F.

8  
9 B. Service Requirements

10	11	12
	If employee has completed:	He shall receive:
13	2 years but less than 3 years of service	2 weeks severance allowance
14	3 years but less than 4 years of service	3 weeks severance allowance
15	4 or more years of service	8 weeks severance allowance

16  
17 C. Computation and method of payment -- A week of severance allowance  
18 shall be computed on the basis of the employee's regular straight time hourly rate  
19 at the time of his employment interruption multiplied by forty (40) hours.  
20 Severance allowances shall be paid at the successive payroll periods  
21 immediately following the date employment is interrupted and shall continue to  
22 be paid until the employee is recalled or the severance allowance entitlement is  
23 exhausted, whichever occurs sooner. Holiday pay, as outlined in Article 7 of this  
24 Agreement, shall not apply when computing severance pay.

25  
26 D. Disallowance -- Severance allowances shall not be paid when the  
27 employee:

28  
29 1. is discharged for just cause, retires or resigns.

30  
31 2. has his employment temporarily interrupted because of a strike or  
32 picketing of Company premises, an act of God, a national war emergency,  
33 revocation of the Carrier's operating certificate(s) or grounding of the Carrier's  
34 aircraft by governmental order.

35  
36 3. fails to exercise any seniority, bumping, or transfer rights afforded him  
37 under this Agreement to remain in active service with the Carrier, or accepts  
38 other employment offered by the Carrier.

39  
40 E. The severance allowances provided herein shall be in addition to any or all  
41 other benefits provided under this Agreement.

42  
43 F. An employee who has received a severance allowance under this Article  
44 and who has been recalled to work under the provisions of this Agreement and  
45 whose employment is again involuntarily interrupted under conditions which  
46 entitle him to severance allowance shall be paid the amount specified for his total  
47 years of service with the Carrier. For any employee accepting a recall to a  
48 temporary job (less than sixty (60) calendar days) this paragraph will not apply.

1 **ARTICLE 20, RETIREMENT PLAN**

2  
3 The Company shall provide a Retirement Plan for employees covered by  
4 this Agreement. The Plan, which became effective September 1, 1962, is  
5 amended as follows:

6  
7 A. Effective March 1, 1978 and applicable only to employees retiring after  
8 this date:

9  
10 1. Employees participate after one (1) year of service, retroactive to  
11 date of hire.

12  
13 2. Effective June 25, 1999, for active plan participants, benefits paid at  
14 retirement age shall be as follows:

15  
16 a. For service earned prior to January 1, 1999, the monthly  
17 benefit shall be equal to one and four-tenths percent (1.4%) of the employee's  
18 "average pay" for the period of five (5) calendar years beginning January 1, 1994  
19 and ending December 31, 1998, multiplied by "credited service" divided by twelve  
20 (12). ("Average pay" for a calendar year will be the Participant's "basic hourly  
21 rate" multiplied by 2080 hours.)

22  
23 b. Effective January 1, 1999, benefits paid at retirement age  
24 shall be one and four-tenths percent (1.4%) of the employees basic monthly  
25 average wage, multiplied by the number of years of service, per month.

26  
27 c. "Basic hourly rate" shall be the average determined by  
28 dividing the participant's straight time earnings for a plan year (including longevity  
29 and license premiums where applicable) by the number of straight time hours  
30 worked by the participant during such plan year.

31  
32 d. "Basic Monthly Wage" shall be defined as the employee's  
33 basic hourly rate of pay (including longevity and license premiums) multiplied by  
34 173. "Basic Monthly Average Wage" shall be defined as the average of the  
35 employee's basic monthly wages during his active service with the Company  
36 after January 1, 1999.

37  
38  
39 3. Former Alaska Coastal and Cordova employees shall commence  
40 their years of service effective March 1, 1968.

41  
42 4. Retirement Age shall be:

43  
44 a. Normal - 62 (not actuarially increased for later retirement)

45  
46 b. Early - 60 (actuarially reduced below 62)

47  
48 c. Early with 6 months written notice - 55 (actuarially reduced  
49 below 62)

50

1           5.       Under no circumstances shall an employee receive a benefit under  
2 this plan that is less than that he would have received under the Agreement  
3 dated March 25, 1974.

4  
5       B.       A participant whose employment terminates for reasons other than death  
6 or retirement after completion of five (5) years vested service, shall be entitled to  
7 a deferred pension at retirement age.

8  
9       C.       It is hereby agreed that the full text of the Plan dated October 1, 1962 will  
10 incorporate the basic provisions herein outlined. A copy of the Plan Document  
11 will be furnished to the Aircraft Mechanics Fraternal Association Administrative  
12 offices, who will be furnished with a copy of the annual actuarial report covering  
13 the plan. It is understood that AMFA shall bear no fiduciary responsibility under  
14 the plan.

15  
16       D.       Booklets explaining the plan will be distributed to all eligible employees.

17  
18       E.       Employees retiring may continue participating in the Group Medical Plan  
19 under this Agreement for themselves and their dependents at their own expense  
20 until they are eligible for Medicare.

21  
22       F.       Employees required to terminate their employment with the Company due  
23 to physical disability shall be eligible for retirement benefits on an actuarially  
24 reduced basis subject to the following requirements:

25  
26           1.       Mental or psychological disorders, alcoholism, self-inflicted injuries,  
27 or injuries sustained in the commission of a crime shall not qualify.

28  
29           2.       The employee must be adjudged to be permanently disabled from  
30 performing his job or any similar job within the Company. If there is a dispute  
31 concerning validity of the disability claim, such disability to be determined by  
32 majority vote of a panel of three medical doctors; one physician to be appointed  
33 by the Company, one by the Union, and the third to be jointly selected by the two  
34 aforementioned physicians. The expense of the third physician shall be jointly  
35 borne by the parties.

36  
37           3.       The employee must be fully vested as of the first day of his  
38 disability. To be fully vested, an employee shall have completed ten (10) years  
39 of credited service under the plan

40  
41           4.       The employee shall be forty (40) years of age or older as of the first  
42 day of his disability.

43  
44       G.       Effective August 1, 1999, employees shall be entitled to participate in a  
45 401(k) plan established by the Company subject to the terms and conditions of  
46 such plan. The Company will match the participant's pre-tax contribution to the  
47 401(k) Plan maintained by the Company, at the rate of fifty cents (\$.50) for each  
48 one dollar (\$1.00) contributed by the employee, up to a maximum employee  
49 contribution of six percent (6%). All Company matching contributions will be  
50 used to purchase shares of Alaska Air Group Common Stock.

1  
2 H. Eligible AMFA employees who are active participants of the  
3 Retirement Plan for MRP Employees on December 31, 2006, may elect (on a  
4 one-time only basis) to continue their participation in that plan and their  
5 current 401(k) matching formula OR elect to freeze their benefit accrual  
6 under the MRP Retirement Plan as of December 31, 2006, and become  
7 eligible for an enhanced company matching contribution under the  
8 COPS/MRP/Dispatch 401(k) plan, effective January 1, 2007, that provides a  
9 company contribution of 3% of eligible compensation (in cash) plus a 50%  
10 company matching contribution (in Alaska Air Group stock) of up to the  
11 first 6% of participant's pre-tax contributions (maximum company  
12 contribution, including match, is 6% of eligible compensation).  
13 Participants who elect to freeze their benefit accrual under the MRP  
14 Retirement Plan will receive no additional credited service in that Plan after  
15 December 31, 2006.

16  
17 I. AMFA employees who are eligible for participation in the  
18 COPS/MRP/Dispatch 401(k) plan and who are not active participants of the  
19 Retirement Plan for MRP Employees as of DOS will be provided the 3%  
20 company contribution and 50% matching contribution described in H  
21 above as soon as administratively practicable after DOS.

22  
23 J. Retiree Medical Coverage: At age 62, an employee's unused sick  
24 leave may be used to offset monthly health care contributions during the  
25 period in which the employee and his spouse and/or eligible dependents, if  
26 any, is/are eligible for retiree health care coverage, up to Medicare  
27 eligibility, and for a maximum of five (5) years.

28  
29 1. Amount of Available Credit: Sick leave may be traded for  
30 continued medical coverage as provide in Article 20, at the rate of twenty  
31 (25) hours of sick leave accrued per one month of medical coverage.

32  
33 2 Retirement at Age 62:

34  
35 a. Available credit will be used upon retirement at age 62  
36 to offset the monthly health care contribution for the employee  
37 and spouse and/or eligible dependents, if any.

38  
39 b. If the retired employee dies or reaches Medicare age  
40 prior to the expiration of the five (5) year period referred to  
41 above, any remaining credit will be used to offset the monthly  
42 health care contributions for the employee's surviving spouse  
43 and/or eligible dependents.

44  
45 3 Death Prior to Age 62: If an active employee dies prior to age  
46 62, the available credit from his unused sick leave, calculated as provided  
47 in J.1 above will be used to offset monthly health care contributions for the  
48 employee's surviving spouse and/or eligible dependents during the period  
49 the spouse and/or eligible dependents are eligible for COBRA health care  
50 continuation.

1 **ARTICLE 21, GENERAL AND MISCELLANEOUS**

2  
3 A. If there is any change during the life of this Agreement in the license(s)  
4 employees covered by this Agreement are required to have, all employees  
5 affected shall be given three (3) months from date of such change to obtain such  
6 licenses and there shall be no change in their status or pay during said three (3)  
7 months period.

8  
9 B. Service records shall be maintained for all employees by the Company  
10 which may be reviewed by the employee upon request. Nothing of a derogatory  
11 nature shall be entered into an employee's personnel file without first giving the  
12 affected employee the opportunity to sign such material and provide a copy of  
13 the material to the employee. When an employee covered by this Agreement  
14 leaves the Company for any reason, he will, upon request, be furnished with a  
15 copy of his service record. In case of investigations or hearings involving an  
16 employee's past record, the employee shall be furnished, on request, a copy of  
17 his record prior to such investigations or hearings.

18  
19 C. All orders or notices to an employee covered by this Agreement involving a  
20 transfer, promotion, lay-off or leave of absence shall be given in writing. In the  
21 event of the lay-off of employees who have completed their probationary period,  
22 two (2) weeks notice shall be given by the Company and a copy of such notice  
23 shall be furnished to the Union Airline Contract Committee(s). In addition, each  
24 month the Company will furnish AMFA with a list showing the employees at each  
25 location in each classification.

26  
27 D. Bulletin Boards will be provided by the Company in the vicinity of each time  
28 clock card rack assigned to employees covered by this Agreement at all  
29 Maintenance Bases for posting notices restricted to:

- 30
- 31 1. Notices of Union Recreational and social affairs;
  - 32 2. Notices of Union elections;
  - 33 3. Notices of Union appointments and results of Union elections;
  - 34 4. Notices of Union meetings;
  - 35 5. Notices from Aircraft Mechanics Fraternal Association specifically  
36 designated to be posted;
  - 37 6. There shall be no posting of material derogatory or detrimental to the  
38 Company or of a political, or personal nature;
  - 39 7. There shall be no other general distribution or posting by the Union or  
40 employees of advertising or political matter, notice, or any kind of literature upon  
41 the Company's property other than herein provided.

42  
43  
44  
45  
46  
47  
48  
49 E. Employees shall not be required to pay damages or repairs occasioned by  
50 any cause beyond their control.

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49

F. No employee shall reveal, except to proper representatives of the Company, any confidential matter of the Company, or give any information concerning business of the Company, which he may acquire on account of his position or the nature of his employment.

G. Employees shall notify the Company in writing of their current address and phone number and notify the Company of any change within ten (10) days of such change.

H. Each employee covered by this Agreement shall be issued a printed, pocket-size copy of this Agreement. The booklet shall be printed and distributed within sixty (60) days of the signing of the contract. Each employee will be required to sign a receipt for his copy of the Agreement.

I. For security reasons, the Company may issue and require employees to carry or wear Company provided identification cards or badges.

J. The Company agrees to pay employees on jury duty the difference between the jury pay actually received, exclusive of travel expense, and normal straight-time pay which would have been earned during the period of such duty. Employees selected for jury duty will be assigned to day shift with Saturday and Sunday off. Employees agree to return to work on those days when excused from jury duty prior to 12:00 noon.

K. Except in the case of unusual work loads, no more than eight (8) individuals from the following list of elected Association officials may attend regular monthly Local meetings which occur at their station while such officials are on shift: President, Vice President, Treasurer, Secretary, Airline Representative, Safety and Standards Chairman and Shop Representative(s). Such attendance shall be without loss of pay for a period of up to two (2) hours.

L. Employees' tools and tool boxes will be protected by the Company at full dollar value against fire or catastrophe while on Company premises, providing the employee has a current inventory of tools on file with the Company.

M. Company selected free parking will be provided for employee's car while at work or on field trips.

N. The Company shall have the right to establish and revise minimum required tool list for technicians.

O. The Company shall have the right to inspect an employee's tool box and contents from time to time.

P. The Company may utilize Vendor fueling at all present and future locations to perform all fueling functions. At location where Vendor fueling is not used the fueling may be done by Technicians personnel.

1 Q. The first of the month following the signing of this Agreement, employees  
2 covered by this Agreement stationed at Ketchikan who must commute to work by  
3 ferry from Revillagigedo Island to the Airport Terminal on Gravina Island will  
4 receive a ferry pass.

5  
6 **R. The Company shall, on a monthly basis, provide the National**  
7 **Administration office of the Association an electronic copy of the**  
8 **corresponding records of all members in the class and craft covered by**  
9 **this agreement with the following information: current addresses or**  
10 **contact information on file with the company, employee number, current**  
11 **status (i.e. fulltime, part-time, date of leave of absence), and Dues check-**  
12 **off status for all employees covered under this agreement.**

1 **ARTICLE 22, INSURANCE**

2  
3 A. Group Insurance Plan - Effective **Date of Signing**

4  
5 1. Medical Plan – (// PPO, and HMO)

6  
7 a. Eligibility: All active full time and part-time MRP employees, their  
8 spouse and unmarried dependents up to age nineteen (19), or twenty-five  
9 (25) if full time student; and those age (19) or older **// who** are incapable of  
10 self-support because of a developmental disability or physical handicap  
11 provided proof of his or her incapacity is furnished to the Company or claims  
12 administrator within thirty-one (31) days of the date that the dependent's  
13 coverage would normally terminate. A MRP's spouse who has coverage  
14 through his/her own employer and who waives such coverage will not be  
15 eligible for Alaska Airlines coverage. When both a husband and wife work  
16 for the Company, there shall be coordination of medical insurance benefits  
17 for the spouses and other dependents (e.g. children), when both have  
18 elected coverage for each other and dependents. Newly eligible dependents  
19 must be enrolled in the plan within thirty-one (31) days after they first  
20 become eligible, or wait until the next open enrollment to be enrolled.

21  
22 b. Enrollment: Effective the first day of the month following the first  
23 full month of employment. Each year MRP employees will be allowed to  
24 select or change their enrollment in the //, PPO, or HMO plans during the  
25 November period for each subsequent calendar year coverage.

26  
27 c. Discontinuance: Last day of the month in which termination of  
28 employment takes place, subject to COBRA continuation rules. Coverage is  
29 subject to disability continuation as outlined in the employee benefits  
30 handbook.

31  
32 d. Contributions and Deductibles

33  
34 (1.) Contributions: The following schedule of contributions is as  
35 follows:

<u>Date of Signing to December 31,2005</u>	<u>PPO</u>	<u>HMO</u>
<u>Employee only</u>	<u>\$8.00/Mo.</u>	<u>Variable</u>
<u>Employee + Spouse</u>	<u>\$23.50/Mo</u>	
<u>Employee + Children</u>	<u>\$23.50/Mo.</u>	<u>See Par. n</u>
<u>Family</u>	<u>\$31.25/Mo.</u>	<u>Below</u>
 <u>January 1, 2006 to December 31, 2006</u>		
<u>Premiums will be equal to 50% of Alaska Airlines Employees Health Care Plan but no greater than the following</u>		
	<u>PPO</u>	<u>HMO</u>
<u>Employee only</u>	<u>\$35.00/Mo.</u>	<u>Variable</u>
<u>Employee + Spouse</u>	<u>\$64.00/Mo.</u>	
<u>Employee + Children</u>	<u>\$55.00/Mo.</u>	<u>See Par. n</u>
<u>Family</u>	<u>\$87.00/Mo.</u>	<u>Below</u>

1  
2 **January 1, 2007 to December 31, 2007**

3 **Premiums will be equal to 75% of Alaska Airlines Employees Health Care Plan but no greater**  
4 **than the following**

	<u>PPO</u>	<u>HMO</u>
5 <u>Employee only</u>	<u>\$61.00/Mo.</u>	<u>Variable</u>
6 <u>Employee + Spouse</u>	<u>\$111.00/Mo.</u>	
7 <u>Employee + Children</u>	<u>\$94.00/Mo.</u>	<u>See Par. n</u>
8 <u>Family</u>	<u>\$149.00/Mo.</u>	<u>Below</u>

10  
11 **January 1, 2008 to December 31, 2008**

12 **Premiums will be equal to 100% of Alaska Airlines Employees Health Care Plan but no greater**  
13 **than the following**

	<u>PPO</u>	<u>HMO</u>
14 <u>Employee only</u>	<u>\$93.00/Mo.</u>	<u>Variable</u>
15 <u>Employee + Spouse</u>	<u>\$169.00/Mo.</u>	
16 <u>Employee + Children</u>	<u>\$144.00/Mo.</u>	<u>See Par. n</u>
17 <u>Family</u>	<u>\$229.00/Mo.</u>	<u>Below</u>

18  
19  
20 **January 1, 2009 Thereafter**

21 **Premiums will be equal to 100% of the January 1, 2009 Alaska Airlines Employees Health Care**  
22 **Plan but no greater than the following. The 2009 rates will remain in effect until renegotiated**  
23 **with AMFA.**

	<u>PPO</u>	<u>HMO</u>
24 <u>Employee only</u>	<u>\$116.00/Mo.</u>	<u>Variable</u>
25 <u>Employee + Spouse</u>	<u>\$211.00/Mo.</u>	
26 <u>Employee + Children</u>	<u>\$180.00/Mo.</u>	<u>See Par. n</u>
27 <u>Family</u>	<u>\$286.00/Mo.</u>	<u>Below</u>

28  
29  
30 **At no point will the premiums exceed an 80/20 percent cost split with the Company,**  
31 **with the employee's portion of the premiums not exceeding 20 percent of the total**  
32 **cost of the Alaska Airlines Employees Health Care Plan.**

33  
34 **(2.) Deductibles:**

35 <u>Individual In- network:</u>	<u>250.00</u>
36 <u>Family In-network:</u>	<u>500.00</u>
37 <u>Individual Out of Network:</u>	<u>350.00*</u>
38 <u>Family Out of Network:</u>	<u>700.00*</u>

39  
40  
41 **\* If an in-network provider is available.**

42  
43 **(3.) Out of Pocket Max**

44 <u>Individual In- network:</u>	<u>1500.00</u>
45 <u>Family In-network:</u>	<u>3000.00</u>
46 <u>Individual Out of Network:</u>	<u>3000.00*</u>
47 <u>Family Out of Network:</u>	<u>6000.00*</u>

48  
49  
50 **Seventy-five dollar (\$75) emergency room deductible (waived if emergency due**  
51 **to accident or requires hospitalization). All benefits shown below subject to the**  
52 **deductible unless otherwise stated.**

53

1 **Office visit co-pays for network physicians will be fifteen dollars (\$15.00)**  
2 **per visit.**  
3

4 e. Co-Insurance: Plan pays 80% of covered, medically necessary,  
5 reasonable and customary expenses for the treatment of an illness or injury.  
6

7 f. Surgical Schedule: Plan pays 80% or 60% (depending on plan  
8 and provider type) of usual and customary charges **for covered expenses.**  
9

10 g. Maternity: Benefits for the MRP employee and his spouse shall be  
11 treated as any other illness under the surgical schedule.  
12

13 h. The Major Medical provision within the Group Insurance Plan  
14 shall be \$2,000,000 for the PPO plan. **//**  
15

16 i. Expenses for **chiropractic care** (spinal manipulation) shall be  
17 limited to two hundred dollars (\$200) per person per calendar year. That amount  
18 will be increased to five hundred dollars (\$500) per person per calendar year  
19 when prescribed by a medical doctor.  
20

21 j. Hearing Aid Expenses: Limited to three hundred (\$300) per ear  
22 every twenty-four months.  
23

24 k. Substance Abuse: 80% or 60% (depending on provider type)  
25 limited to one treatment per dependent per lifetime at an approved treatment  
26 center with a seven thousand five hundred dollar (\$7,500) maximum lifetime  
27 benefit.  
28

29 l. Mental Health benefits vary depending on the medical plan  
30 elected by the MRP employees. The PPO **// plan// will** pay covered expenses for  
31 pre-certified inpatient mental illness treatment at 80% **(in network) or 60% (out**  
32 **of network)** of the reasonable and customary charges up to 45 days per  
33 individual per calendar year. HMO coverage will vary depending upon the  
34 provider, more specific information can be found in your HMO's Evidence of  
35 Coverage booklet.  
36

37 m. **//** The Company will offer a carved – out **prescription** drug  
38 program, **the co-pays will be the same as all other groups in the Alaska**  
39 **Airlines Employees Health Care Plan but no greater than the following.**  
40

41	
42	<b><u>Retail / Mail</u></b>
43	<b><u>\$10 / 20</u></b>
44	<b><u>\$25 / 50</u></b>
45	<b><u>50%/50% (40/100 &amp; 80/200)</u></b>
46	

47 n. Quality of Care/Cost Management Program: Non-approved  
48 hospitalization expenses paid at 50% and surgery paid at 50% when hospital  
49 pre-certification not obtained. Second surgical opinion expense paid at 100%

1 when such second surgical opinion is recommended but is not mandatory.  
2 Second surgical opinions are not subject to deductible.

3  
4 o. HMO options, where applicable, with MRP employee paying the  
5 excess cost over the conventional rating of the **PPO** medical plan. Such excess  
6 cost shall not be lower than the PPO cost set forth in d.1 above.

7  
8 p. Point of Service Option may be offered.

9  
10 q. Healthcare spending account and Dependent Day Care account  
11 will be offered.

12  
13 **r. A High Deductible Group Insurance Plan will be offered to**  
14 **the AMFA membership during the next open enrollment period (November)**  
15 **which begins at least one month following DOS.**

16  
17 2. Dental Plan

18  
19 a. Employees covered by this Agreement shall be offered a "Group  
20 Dental Plan" as part of the group Insurance Plan. All active full time and part-time  
21 MRP employees, their spouse and unmarried dependents up to age nineteen  
22 (19), or twenty-five (25) if full time student; and those age (19) or older and are  
23 incapable of self-support because of a developmental disability or physical  
24 handicap provided proof of this or her incapacity is furnished to the Company or  
25 claims administrator within thirty-one (31) days of the date that the dependent's  
26 coverage would normally terminate. Such plan is to be based on the following  
27 provisions:

28  
29 1. \$25 calendar year deductible per individual with a maximum  
30 of \$50 per family;

31  
32 2. 80% of usual and customary charges;

33  
34 3. 80% of usual and customary charges on prosthetics;

35  
36 4. \$1,500 per calendar year maximum.

37  
38 b. The Dental Plan shall include orthodontics for employees and  
39 dependents at 80% of usual and customary charges with a \$2,000 lifetime  
40 maximum.

41  
42 3. Life and A.D. & D. Insurance

		Accidental Death and Dismemberment	
	Basic Monthly Earnings	Life Insurance	
43			
44			
45			
46			
47	\$1,000.00 but less than 1,200.00	\$24,000.00	\$24,000.00
48	\$1,200.00 but less than 1,600.00	30,000.00	30,000.00
49	\$1,600.00 but less than 2,000.00	36,000.00	36,000.00
50	\$2,000.00 and over	42,000.00	42,000.00

1  
2 An employee may, at his option, increase his life insurance coverage  
3 by purchasing at group rates, supplemental life and A.D. and D. insurance  
4 coverage. He may also purchase life insurance coverage for his spouse and  
5 children. **Purchase of life insurance will be subject to open enrollment rules**  
6 **and evidence of insurability.**  
7

8 4. Vision Care for employees and dependents. Employees covered by  
9 this Agreement shall be offered a "Group Vision Plan" as part of the Group  
10 Insurance Plan. Such plan is to be based on the following provisions:  
11

12 One examination and one pair of lenses in a twelve (12) month period.  
13 One frame in a twenty-four (24) month period.  
14

15 The plan is to provide up to forty-five dollars (\$45.00) per examination.  
16

17	Single Vision	\$25.00 per pair of lenses
18	Bifocal Vision	\$45.00 per pair of lenses
19	Trifocal Vision	\$61.00 per pair of lenses
20	Lenticular Vision	\$77.00 per pair of lenses
21	Contact (after operation	
22	for cataracts)	\$101.00 per pair of lenses
23	Contact (normal)	\$45.00 per pair of lenses
24	Frames	\$45.00

25

26 B. Employees on leave of absence (including medical leave) or layoff may  
27 elect to continue their Group Medical, life and dental insurance coverage by  
28 paying to the Company a monthly fee covering the cost of such coverage  
29 according to COBRA but not less than a period of up to three (3) months.  
30 Employees on Workman's Compensation who have expended all injury leave  
31 and sick leave as set forth in Article 14, Paragraph D., shall have their group  
32 insurance (life, medical, dental) premiums paid by the Company for a period of  
33 ninety (90) days subsequent to the expiration of their injury and sick leave  
34 benefits. After the above coverage has been expended, the medical and life  
35 insurance may be converted to individual plans within thirty (30) days.  
36

37 C. Employees retiring may continue participating in the Group Medical Plan  
38 under this Agreement for themselves and their dependants at their own expense  
39 until they are eligible for Medicare.  
40

41 D. Short Term Disability coverage will be provided by the Company in the  
42 amount of forty percent (40%) of weekly basic earnings up to a maximum of five  
43 hundred dollars (\$500.00) per week. The Company shall offer an Optional Short-  
44 Term Disability Plan. The cost to the employee of optional short-term coverage  
45 will be determined by the Company and this amount may change from year to  
46 year. The optional short-term disability plan will provide benefits equal to twenty  
47 percent (20%) of the weekly basic earnings up to a maximum benefit of two  
48 hundred dollars (\$200.00) a week. All terms and conditions which apply to the  
49 Basic Short-Term Disability Plan shall apply to the Optional Short-Term Disability  
50 Plan.

1 E. The amount of employee contributions required of part-time employees for  
2 the Health Plan will be as follows:

3	Average Number of Hours Compensated Per Week in the Prior Payroll Month	Percent of Health Care Premiums Employee Pays
4	16 through 20	50%
5	20.1 through 30	25%
6	30.1 or more	same as full time employee contribution

1 **ARTICLE 23, WAGE RULES**

2  
3 A. The minimum hourly rates set forth on Schedule A, attached hereto and  
4 made a part of this Agreement shall prevail on and after November 1, 1981, and  
5 subject to change on successive dates as specified in said schedule.

6  
7 B. No employee shall suffer any reduction in hourly rate as a result of this  
8 Agreement, and nothing in this Agreement shall be construed to prevent  
9 increases in individual rates or classifications over and above the minimum  
10 specified.

11  
12 C. Employees shall be paid on alternate Fridays during their regular working  
13 hours. The payment on such Fridays shall include all wages due through the  
14 second preceding Sunday. Swing shift employees shall receive their pay at the  
15 end of their shift which commences on Thursday. **The Company may, with a**  
16 **sixty (60) day written notification, change the payment method to the**  
17 **following procedure: The payment on such Fridays shall include all wages**  
18 **due through the preceding Friday.**

19  
20 D. Should the regular payday fall on a holiday recognized by this Agreement,  
21 employees will be paid on the day proceeding such holiday.

22  
23 E. Pay checks will include a statement of all wages and deductions made for  
24 the pay period. All retroactive Cost of Living or general wage increase  
25 adjustments reflected in a paycheck will be accompanied by an explanatory  
26 sheet giving description, hours and rate applied to the adjustment.

27  
28 F. Employees leaving the service of the Company will be given their final  
29 check within forty-eight (48) hours after final clearance at points where payroll  
30 offices are located or mailed within seventy-two (72) hours at other points, or  
31 earlier when possible, exclusive of Saturdays, Sundays and holidays.

32  
33 G. Employees working in a higher classification shall be paid the rate of pay for  
34 that classification for all hours worked and when on and when on a regular shift  
35 will be paid as such for the entire shift. Employees temporarily upgraded to a  
36 higher classification may be returned to work in the lower classification when no  
37 longer required in the higher classification. Employees working in the lower  
38 classification will continue to receive their higher rate of pay unless demoted  
39 through a force reduction as set forth in Article 9, Paragraph K. Technicians  
40 upgraded for limited Required Inspection Authorization (R.I.I.) shall be paid a  
41 differential over and above their normal rate of pay of one dollar and forty cents  
42 (\$1.40) per hour.

43  
44 H. 1. Employees in the Technician and higher classifications who hold, and  
45 thereafter continue to hold, a valid, applicable Airframe License, Powerplant  
46 License; General Radio-Telephone Operators License shall be paid one dollar  
47 and **seventy five** cents (\$1.**75**) per hour for each such license with a maximum  
48 of **three** dollars and **fifty** cents (**\$3.50**) per hour. Those employees as of June  
49 28, 1999 currently receiving a premium for a Repairman's certificate will continue  
50 to receive that premium.

1  
2       2. Employees in the classifications of Aviation, Facilities, and Automotive,  
3 Technicians shall be paid a skill premium of one dollar and **seventy five** cents  
4 (**\$1.75**) per hour for a maximum of one (1) qualifying certificate. Qualifying  
5 certificates shall be:

- 6  
7       a. ASE certificate (Automotive Technician)  
8       b. Journeyman's license (Facilities Technician)  
9       c. Welder's certificate (Automotive and Aircraft Technician)  
10      d. Boilerman's certificate (Facilities Technician)  
11      e. Machinist certificate (Machinist Technician)

12  
13       Each certificate/license shall be reviewed by the Company and the  
14 Association to determine qualification under this Article. Certificates must be for  
15 the applicable state.

16  
17       3. License and skill premiums will be added to the employee's base rate  
18 and are, therefore, subject to multiplication. In order to be eligible for license and  
19 skill premium pay such license and skill certificate must be registered with the  
20 Maintenance Department. Notwithstanding any of the foregoing, no one shall be  
21 entitled to more than **three** dollars and **fifty** cents (**\$3.50**) in combination of  
22 license/skill premiums.

23  
24      I. Where there is a shortage equal to one-half day's pay or more in the pay of  
25 an employee, and such shortage is the result of a Company error, a special  
26 check will be issued at the Company's General Offices by the Company within  
27 four (4) accounting working days after notification to the Company regarding the  
28 shortage.

29  
30      J. Employees in the technician and higher classifications who hold a  
31 permanent bid position within line maintenance shall be paid twenty-five cents  
32 (\$.25) per hour as a line differential. The line differential shall be added to the  
33 employee's base rate and are, therefore, subject to multiplication. If an  
34 employee is assigned to line maintenance for less than four (4) hours in a work  
35 day, he shall not be entitled to the line differential. If the employee is assigned to  
36 line maintenance for four (4) hours or more in a work day, he shall be paid the  
37 line differential for the entire shift if worked.

38  
39      K. When an employee under this Agreement moves from lower classification to  
40 a higher classification, the employee shall be assigned the base hourly rate of  
41 pay in the higher classification which is equal to his rate of pay in the lower  
42 classification. If no such equal rate exists, the employee shall receive the next  
43 higher rate in the higher classification. Thereafter, the employee will progress on  
44 the pay scale accordingly.

45  
46      L. // Leads will be paid a premium of one dollar and forty cents (\$1.40) per  
47 hour.

48

1 M. When an employee has been designated as a non-management trainer, he  
2 will receive one dollar and forty cents (\$1.40) per hour as a trainer premium,  
3 pursuant to Article 12, paragraph E.

4  
5 N. All Technician & Related employees at the Nome, Kotzebue and Barrow  
6 stations, shall receive a three dollar (\$3.00) per hour Artic differential.

7  
8 **O. // Variable Pay Plan (VPP): VPP is a way for mechanics to share in the**  
9 **success of Alaska Airlines. Under the VPP, mechanics will receive a lump**  
10 **sum distribution equal to 1% of their pay for each percentage point that**  
11 **Alaska's pretax margin exceeds 5%, up to a pretax margin of 12% (or a**  
12 **maximum of 7% of gross earnings). For example, if Alaska's revenues are**  
13 **\$2 billion and its pretax profit is \$180 million, that's a pretax margin of 9%**  
14 **(\$180 million divided by \$2 billion), which would result in a VPP payout to**  
15 **mechanics of 4% of base pay. The 4% payout is calculated by taking the**  
16 **actual pretax margin (9%) and subtracting the threshold margin (5%).**

17  
18 **\*Adjusted Pre-tax Profit' and an employee's 'annual earnings' are as**  
19 **described in the Alaska Airlines, Inc. Profit Sharing Plan.**

20  
21 **Example: For a mechanic at step 8 in 2005, the VPP payout in the example**  
22 **above would be \$2,600.**

23  
24 P. An employee required to perform a Hazwoper Spill Clean Up shall receive a  
25 pay premium of four dollars (\$4.00) per hour for all time spent physically  
26 accomplishing the clean up and related paperwork. The following items are  
27 excluded from this paragraph: fuel, hydraulic fluid, grease, engine oil and lavatory  
28 service fluid (contaminated and non-contaminated). Risk Management will be  
29 responsible for determining the appropriate method to clean up a Hazwoper spill  
30 (i.e., in house or specialized biohazard agency).

31  
32 **//**

33  
34 Q. Article 26 lists the pay progression steps under this labor agreement for all  
35 classifications. For purposes of progressing onto the next pay step in Article 26,  
36 an employee will reach the next pay step by reaching his anniversary date with  
37 two thousand eighty (2,080) hours of service.

38  
39 **R. The Company's pay philosophy is to pay all employees market based**  
40 **wages and desires to be consistent with this philosophy for all employees.**  
41 **In a mutual desire to confirm our commitment, the Company and AMFA**  
42 **agree to open the contract on an annual basis to review the mechanics**  
43 **relative position both within the Company and the Market for a period of**  
44 **ten (10) days (or less).**

45  
46 **The Company agrees that if the mechanics' wages fall below the middle of**  
47 **the market, as defined below, the Company will adjust the wage scale to**  
48 **the middle of the market as defined below. However, the annual increase**  
49 **will not be less than one and one-half (1 ½) percent above the current**  
50 **year's rates.**

1  
2 This “market based” methodology is only for determining rates of pay for  
3 the out-years in this 2005 through 2009 Agreement. It is not intended to  
4 reflect the methodology for determining rates of pay in future negotiations  
5 on subsequent Agreements.

6  
7 Current Comparator Carriers used in defining the market:

8  
9 Southwest, Jet Blue, Continental, American, Frontier, Delta, United,  
10 Northwest, American Trans Air, America West, US Air, and Air Tran.

11  
12 In the event one of the carriers ceases to exist they will be removed from  
13 the list. However, any major domestic carrier (passenger) as defined by the  
14 U.S. Department of Transportation, effective the date of the review, and the  
15 Company’s primary competitors will be added.

16  
17 When ranking in the “middle” Alaska will be placed precisely in between  
18 the two data points of the carriers ranking above and the carrier ranking  
19 just below the mid-point.

20  
21 The “all in rate” will be used for the calculation of the mid-point. “All in  
22 rate” is defined as including: base pay, license premiums, line premium  
23 and longevity at the top of each of these scales.

1 **ARTICLE 24, SAVINGS CLAUSE**

2

3       Should any part or provision of this Agreement be rendered invalid by  
4 reason of any existing or subsequently enacted legislation, such invalidation of  
5 any part or provision of this Agreement shall not invalidate the remaining portions  
6 thereof and they shall remain in full force and effect. In the event of any  
7 invalidation, either party may, upon thirty (30) days notice, request negotiations  
8 for modification or amendment of this Agreement with regard to only the  
9 invalidated parts or provisions directly or indirectly affected.

1 **ARTICLE 25, EFFECTIVE DATE AND DURATION**

2  
3 Except as may otherwise be specifically provided, this Agreement shall  
4 become effective upon date of signing, and shall remain in full force and effect for  
5 the period ending **DOS 2009** and shall automatically be renewed under the same  
6 terms and conditions for consecutive yearly periods thereafter unless notice of  
7 intended change is served as provided herein. Either party desiring to amend or  
8 modify any provision of this Agreement shall serve notice in writing on the other  
9 party at least **twelve (12) months** preceding **DOS, 2009 or DOS** of any year  
10 thereafter; specifically mentioning any amendments or modifications desired, and  
11 no other provisions of this Agreement shall be affected by such notice, except to  
12 the extent that other provisions must be revised to conform with the amendments  
13 or modifications agreed upon. When any notice of desired amendment or  
14 modifications of any provisions hereof is served, the parties hereto shall meet  
15 within thirty (30) days from receipt of said notice to negotiate concerning such  
16 desired amendments or modifications.

17  
18 IN WITNESS WHEREOF, the parties hereto have signed this Amendment  
19 to Agreement this \_\_\_ day of \_\_\_\_\_.

20  
21 WITNESS:

FOR ALASKA AIRLINES, INC.

22 \_\_\_\_\_  
23 \_\_\_\_\_  
24 \_\_\_\_\_  
25 \_\_\_\_\_  
26 \_\_\_\_\_  
27 \_\_\_\_\_

\_\_\_\_\_

28  
29  
30 WITNESS:

AIRCRAFT MECHANICS  
FRATERNAL ASSOCIATION

31 \_\_\_\_\_  
32 \_\_\_\_\_  
33 \_\_\_\_\_  
34 \_\_\_\_\_  
35 \_\_\_\_\_  
36 \_\_\_\_\_  
37 \_\_\_\_\_  
38 \_\_\_\_\_

\_\_\_\_\_ Region 1 Director

1 **ARTICLE 26, SCHEDULE A**

2  
3 **Each annual increase will be no less than one and one-half (1 ½) percent of the**  
4 **previous year's rates. The tables below reflect the minimum rates. Annual review**  
5 **of Schedule A rates will be in accordance with the provisions outlined in Article**  
6 **23.**

7  
8

Classification	<u>9-19-05</u>	<u>DOS/06</u>	<u>DOS/07</u>	<u>DOS/08</u>
9				
10 Lead Inspector	Inspector + 1.40* Hourly			
11				
12 Inspector	Technician + 1.40* Hourly			
13				
14 Lead Technician	Technician + 1.40* Hourly			
15				
16 Technician				
17 1 <sup>st</sup> Step	17.38	17.64	17.90	18.17
18 2 <sup>nd</sup> Step	17.72	17.99	18.26	18.53
19 3 <sup>rd</sup> Step	19.16	19.45	19.74	20.04
20 4 <sup>th</sup> Step	19.93	20.23	20.53	20.84
21 5 <sup>th</sup> Step	20.53	20.84	21.15	21.47
22 6 <sup>th</sup> Step	21.72	22.05	22.38	22.71
23 7 <sup>th</sup> Step	22.94	23.28	23.63	23.99
24 8 <sup>th</sup> Step	27.37	27.78	28.20	28.62

25  
26

Classification	<u>9-19-05</u>	<u>DOS/06</u>	<u>DOS/07</u>	<u>DOS/08</u>
27				
28				
29 Technician Helper				
30 1 <sup>st</sup> Step	9.49	9.63	9.77	9.92
31 2 <sup>nd</sup> Step	10.07	10.22	10.37	10.53
32 3 <sup>rd</sup> Step	10.67	10.83	10.99	11.16
33 4 <sup>th</sup> Step	11.26	11.43	11.60	11.77
34 5 <sup>th</sup> Step	11.85	12.03	12.21	12.39
35 6 <sup>th</sup> Step	12.57	12.76	12.95	13.14
36 7 <sup>th</sup> Step	13.27	13.47	13.67	13.88
37 8 <sup>th</sup> Step	13.99	14.20	14.41	14.63
38 9 <sup>th</sup> Step	14.69	14.91	15.13	15.36
39 10 <sup>th</sup> Step	15.41	15.64	15.88	16.11
40 11 <sup>th</sup> Step	16.55	16.80	17.05	17.31

41

1	Classification	
2	Lead Fleet Service	Fleet Service + 1.40* Hourly
3		
4	Fleet Service	
5	1 <sup>st</sup> Step	8.75
6	2 <sup>nd</sup> Step	9.29
7	3 <sup>rd</sup> Step	9.84
8	4 <sup>th</sup> Step	10.38
9	5 <sup>th</sup> Step	10.93
10	6 <sup>th</sup> Step	11.59
11	7 <sup>th</sup> Step	12.24
12	8 <sup>th</sup> Step	12.90
13	9 <sup>th</sup> Step	13.55
14	10 <sup>th</sup> Step	14.21
15	11 <sup>th</sup> Step	16.55

16

17

18 \*The Lead premium shall be a differential over and above the normal rate in the  
 19 progression step. For pay purposes it shall be considered as part of the basic  
 20 rate for calculations.

21

22 **The Variable Pay as outlined in Article 23 will not be included as part of**  
 23 **“pay” as referenced in this Article 26.**

1 **ARTICLE 27, LETTERS OF AGREEMENT**

2  
3 This agreement shall succeed and take precedence over all Agreements,  
4 Supplemental Agreements, Amendments, Letters of Understanding an any  
5 similar related documents executed between the Company and the Union  
6 heretofore, except the following documents listed below. Any such agreements  
7 between the parties signed during the term of this Agreement shall be printed in  
8 the same size as the pocket-sized Agreement booklet and be issued to each  
9 employee under this Agreement.

- 10  
11 1. Letter of Agreement - John Hancock Retirement (ACA)  
12 2. Letter of Agreement - Military Charters  
13 3. Letter of Agreement - License Requirement  
14 4. Letter of Agreement - "COPS" Utilization  
15 5. Letter of Agreement - Prudhoe Bay  
16 6. Letter of Agreement - New Station  
17 7. Letter of Agreement - Chemical Dependency  
18 8. Letter of Agreement - Airport Service  
19 **//**  
20 9. Letter of Agreement - Japan Airlines - Moses Lake  
21 **//**  
22 10. **Letter of Agreement - ASAP**  
23 11. **Letter of Agreement - Job security**  
24 12. **Letter of Agreement - Special Projects Crew**  
25 13. **Letter of Agreement - One Time Payment**

1 **ARTICLE 28, SHIFT DIFFERENTIAL**

2  
3 A. Employees covered by this Agreement shall receive multiple shift differential  
4 of fifty-one (51) cents per hour for second shift or a fifty-eight (58) cents per hour  
5 for the third shift when they work these shifts as defined in Article 5.

6  
7 B. An employee who works a relief schedule and who is scheduled to work two  
8 or more starting times during a work week will be paid multiple shift differential of  
9 sixty-one (61) cents per hour for all hours worked during any work week in which  
10 he works such schedule.

11  
12 C. Shift differential is part of the wage rate and, therefore, shall be included in  
13 the computation of pay for hours of overtime, holidays worked, and Company  
14 paid industrial accident compensation wherein the Company pays the difference  
15 between the statutory compensation and normal pay; shift differential shall not  
16 apply to sick leave, holiday not worked, vacations, severance pay, jury duty, etc.

1 **ARTICLE 29, LONGEVITY ALLOWANCE**

2  
3 Effective June 28, 1999, employees having ten (10) or more years of  
4 service shall receive a length of service adjustment for years of service under this  
5 Agreement as stated below. For purposes of progressing onto your longevity  
6 step, an employee will reach the next longevity step by reaching his anniversary  
7 date with two thousand eighty (2,080) hours of service.

8

	Per Hour
10 Ten (10) through fifteen (15) years	\$ .10 per hour
11 Sixteen (16) through twenty (20) years	\$ .15 per hour
12 Twenty-one (21) through thirty (30) years	\$ .20 per hour
13 Thirty (30) or more years	\$ .25 per hour

14

15 This bonus is part of the wage rate and, therefore, shall be included in the  
16 computation of pay for hour of overtime, holidays, vacation, sick leave, etc.

1 **Article 30, Open**

2

3 **//**

1 **Article 31, Union Shop**

2  
3 A. Each employee, now or hereafter covered by the Labor Agreement between  
4 the parties, as it may have been supplemented or amended, // as a condition of  
5 continued employment, within sixty (60) work days following completion of the  
6 required probation period or the effective date of this Agreement, whichever is  
7 later, shall become a member of **(membership is voluntary provided that non-**  
8 **members shall pay agency fees as a condition of employment -- see the**  
9 **Association for more information or seek independent legal advice)**, and  
10 thereafter maintain// membership in good standing (as herein defined) in the  
11 Association, provided that such condition shall not apply with respect to any  
12 employee to whom such membership is not available upon the same terms and  
13 conditions as are generally applicable to any other member covered by this  
14 Agreement, or with respect to whom membership is denied or whose  
15 membership is terminated for any reason other than the failure of the employee  
16 to tender the initiation fees and monthly dues uniformly required of other  
17 employees as a condition of acquiring or retaining membership.

18  
19 B. For the purpose of this Agreement, "membership in good standing in the  
20 Association" shall mean that the employee is a member of the Association and is  
21 not more than sixty (60) calendar days in arrears in the payment of initiation or  
22 reinstatement fees or membership dues or assessments uniformly required of  
23 other employees in the same Association.

24  
25 C. If a member becomes delinquent in the payment of his/her initiation fee or  
26 membership dues **(or if a non-member becomes delinquent in the payment**  
27 **of agency fees)**, such **employee //** shall be notified by registered mail, return  
28 receipt requested, copy to the Company, that he is delinquent in the payment of  
29 initiation fee, // membership dues **or agency fees** as specified herein and is  
30 subject to discharge as an employee of the Company. Such letter shall also  
31 notify the employee that he must remit the required payment within a period of  
32 fifteen (15) calendar days, or be discharged.

33  
34 D. If upon the expiration of the fifteen (15) days, the employee still remains  
35 delinquent, the Association shall certify in writing to the company, copy to the  
36 employee, that the employee has failed to remit payment within the grace period  
37 allowed, and is, therefore, to be discharged. The Company shall then take  
38 proper steps to discharge such employee from the services of the company.  
39 Such discharge shall be deemed to be for just cause.

40  
41 E. 1. An employee discharged by the Company under the provisions herein  
42 shall be deemed to have been "discharged for cause" within the meaning of the  
43 terms and provisions of this Agreement.

44  
45 2. The Association shall indemnify and hold the Company harmless  
46 against any and all claims, demands, suits or other forms of liability that may  
47 arise out of or by reason of the provisions of this Article the Company shall  
48 promptly notify the Association of any such claims of liability made against the  
49 Company.

1 F. Upon receipt of a signed authorization of the employee involved, the  
2 Company shall deduct from the employee's paycheck the dues payable by him to  
3 the Association during the period provided for in said authorization. The  
4 Company on the second regular paycheck of each month shall make all  
5 deductions for dues.

6  
7 G. Deduction provided for in the preceding paragraph shall be remitted no later  
8 than the tenth (10<sup>th</sup>) day of the month following the month in which the  
9 deductions were made, and shall be remitted to the Treasurer of the Association.  
10 The Company shall furnish the assigned Association Representative and the  
11 Association Treasurer each month a copy of the record of those Locals for whom  
12 deductions have been made and the amounts of the deductions. The parties  
13 agree that the check-off authorization forms shall be in an approved form which  
14 shall be prepared and furnished by the Association.  
15

16 H. AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

17  
18 ASSIGNMENT AND AUTHORIZATION FOR VOLUNTARY CHECK-OFF OF  
19 ASSOCIATION DUES

20  
21 I. \_\_\_\_\_, hereby authorize Alaska Airlines, to  
22 deduct from my earnings once each month the standard monthly membership  
23 Union Dues (2X base hourly rate, or such standard monthly membership dues as  
24 may hereafter be established by the Union), service charges, initiation fees, and  
25 assessments. Such amount so deducted is hereby assigned to the Aircraft  
26 Mechanics Fraternal Association, subject to all of the terms and conditions of the  
27 Railway Labor Act, as amended, and the provisions of the applicable collective  
28 bargaining Agreement. This Agreement and authorization may be revoked by  
29 me in writing after the expiration of one (1) year from the date hereof, or upon the  
30 termination date of the Agreement in effect at the time this is signed, whichever  
31 occurs sooner. A copy of such revocation will be sent to the Treasurer of the  
32 Association.

33  
34 Signature of Employee:

35 \_\_\_\_\_

36  
37 Employee Number: \_\_\_\_\_  
38 Full 10-Digit Number

39  
40 Classification Seniority Date: \_\_\_\_\_

41  
42 Location: \_\_\_\_\_

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AGREEMENT  
between  
ALASKA AIRLINES, INC.  
and  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS

THIS AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the employees as represented by INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, DISTRICT LODGE 143 (hereinafter referred to as the "Union").

WITNESSETH:

WHEREAS ALASKA COASTAL AIRLINES, INC. has merged with and been absorbed into Alaska Airlines, Inc.; and

WHEREAS, the parties hereto are desirous of continuing arrangements to provide pensions for employees formerly in the service of Alaska Coastal Airlines, Inc. and now covered by the Agreement between the Union and the Company.

NOW, THEREFORE, the Company and the Union do hereby mutually agree as follows:

1. The employees formerly in the service of Alaska Coastal Airlines, Inc. and now covered by the Agreement between the Union and the Company, shall become Participants in the Alaska Airlines Retirement Plan as of January 1, 1971, and shall commence accruing benefits under the above mentioned plan as of that date. These employees are as listed on Appendix "A" of this Agreement.
2. Service with Alaska Coastal Airlines, Inc. for employees who are members of the Alaska Coastal, Inc. Pension Plan (Group Annuity Contract No. 302 GAC with John Hancock Life Insurance Company) shall count in meeting vesting requirements under the Alaska Plan and the eligibility requirements for membership in the plan and entitlement to minimum (normal, early and disability) benefits under the Alaska Plan.
3. The employees named in Appendix "A" hereof shall have a vested right and be entitled to retirement pensions accrued under the terms of the Alaska Coastal Airlines, Inc. Pension Plan as set forth in Group Annuity Contract No. 302 GAC with the John Hancock Life Insurance Company up to

1 December 31, 1970. Monies deducted since that time shall be returned  
2 within sixty (60) days of the signing of this Agreement.  
3

- 4 4. The John Hancock Contract No. GAC 302 will be maintained for the  
5 purpose of funding benefits arising under the Alaska Coastal Pension Plan.  
6 The cost of the benefits provided under the Alaska Coastal Airlines, Inc.  
7 Pension Plan in respect to Service prior to January 1, 1971, shall be  
8 separately calculated by the Actuary and shall be reported on separately in  
9 any report submitted. The Company will fund any unfunded amount after  
10 allowing for such appropriate portion of the assets held under Group  
11 Annuity Contract No. 302 GAC by the John Hancock Life Insurance  
12 Company as may be certified by the Actuary over a period not exceeding  
13 15 years from January 1, 1971.  
14
- 15 5. The employees named in Appendix "A" hereof shall not be entitled to any  
16 benefits in the Alaska Airlines, Inc. Retirement Plan for IAM employees for  
17 any period prior to January 1, 1971.  
18
- 19 6. The foregoing Agreements shall take effect subject to the approval of the  
20 Internal Revenue Service which approval shall be sought by the Company.  
21 If such approval is not given, the parties hereto shall meet in an effort to  
22 effect changes in said Agreements in order to secure such approval. If said  
23 Agreements, nevertheless, fail to be approved by the Internal Revenue  
24 Service, or the parties are unable to agree upon changes designed to  
25 secure such approval, then and in any of such events, the matters covered  
26 by the Agreement shall be the subject of further negotiations between the  
27 Company and the Union in accordance with the provisions of the Railway  
28 Labor Act as amended.  
29

30 Signed this 11th day of June, 1971.

31  
32 WITNESS:

FOR ALASKA AIRLINES, INC.

33  
34 s/Robert E. Gray  
35 Robert E. Gray  
36

37 WITNESS:

FOR INTERNATIONAL  
38 ASSOCIATION OF  
39 MACHINISTS AND AEROSPACE  
40 WORKERS  
41

42 s/Benedict A. Robbins  
43 s/Eugene S. Zeitler  
44 s/Walter Fitzgibbon

s/Charles D. Easley  
Charles Easley, General Chairman

APPENDIX "A"

1		
2		
3	Ahrensfield, W.H.	Lawrence, H.F.
4		
5	Anderson, L.E.	Martin, J.D.
6		
7	Austin, R.	Mazon, C.B., Retired 7/1/72
8		
9	Brooks, W.A.	Meisch, A.
10	Retired 10/30/81	
11		Miller, N.K.
12	Buresh, E.	
13	Retired 8/21/71	Milne, R.L.
14		Resigned
15	Buzzell, K.C.	
16	Retired 12/1/80	Mosher, F.
17		Retired 6/1/73
18	Corpuz, M.H.	
19	Retired 10/31/71	Osborne, W.R.
20		
21	Davies, I.C.	Rogers, W.M.
22		
23	Dickson, W.P.	Rountree, G.L.
24		Resigned 6/7/76
25	Dolac, M.M.	
26	Retired 9/28/73	Schlais, E.
27		Retired 8/8/75
28	Dyakanoff, J.W.	
29		Scott, P.B.
30	Estepa, B.	
31	Retired 4/26/73	Smith, F.A.
32		Furloughed 10/15/73-Refused
33	Recall	
34	Fitzgibbon, W.	
35		Stefano, P.R.
36	Fornaciari, W.A.	Resigned 5/19/72
37	Retired 8/23/73	
38		Warnock, J.C.
39	Grant, S.	Retired 12/18/81
40	Resigned 4/5/74	
41		Weathers, D.L.
42	Hansen, B.	
43	Resigned 4/14/79	Wick, M.J.
44		Furloughed 8/24/73, Retired
45	Hawley, R. D.	
46		Williamson, G.R.
47	Houtary, H.E.	Medical LOA 5/7/77
48		
49	Knipple, C.S.	

LETTER OF AGREEMENT

ALASKA AIRLINES INCORPORATED and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION hereby agree that:

1. The employees will continue to provide Technician and other required services in connection with all military traffic which the Company carries for the United States Government even though any or all of such employees withdraw from commercial airline service because of unresolved labor disputes, including disputes arising out of the contract termination date.

2. Pay and other benefits for employees providing services within respective classifications in connection with military traffic carried for the United States Government, pursuant to Paragraph 1 hereof, will:

(a) for any period prior to the opening date of the contract between the parties be governed by the then existing contract unless modified by agreement of the parties, and,

(b) after the opening date of the contract be governed by either the contract that existed at or prior to the said labor dispute or the contract negotiated as a settlement of such dispute, whichever is more beneficial to the employees.

3. To assure the movement of a particular flight under such circumstances, the Union will require certification by an appropriate Company-operating official designated by the Company for such purpose that such flight is in accordance with the specifications set forth in paragraph 1 above and will be exclusively for military flights deemed essential to the national defense.

4. This understanding constitutes an amendment and modification of the Collective Bargaining Agreement between the parties hereto and, notwithstanding, any other provisions of said Collective Bargaining Agreement shall run concurrent with the Agreement except that it shall terminate on January 1, 1985 unless extended during negotiations by mutual agreement between the parties.

Signed this 25th day of June, 1999.

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

FOR ALASKA AIRLINES, INC.

O. V. Delle-Femine National Director

Thomas R. O'Grady A.V.P., Labor Relations

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

It is hereby mutually understood and agreed, by and between the parties of this Letter of Agreement, that:

An Aircraft Technician recalled from furlough or bidding a position requiring an A & P license, who does not possess a valid A & P license shall be given a period of ninety (90) calendar days from the effective date of his recall notice or bid award to secure such licenses. Failure to secure such licenses within this time period shall result in the employee being returned to his layoff status or being denied the bid.

An employee being recalled or bidding such a position will not be placed in the position until he obtains such licenses.

The license requirement will only apply until there are two (2) licensed Technicians on the shift. Thereafter, any aircraft technician may be awarded the bid or recalled to such a position.

Signed this 25th day of June, 1999.

WITNESS:

FOR ALASKA AIRLINES, INC.

Three horizontal lines for witness signature.

Thomas R. O'Grady
Assistant V.P., Labor Relations

WITNESS:
FRATERNAL

AIRCRAFT MECHANICS
ASSOCIATION

Four horizontal lines for witness signature.

O. V. Delle-Femine
National Director

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

The Company may utilize employees covered by the "C.O.P.S." contract to perform ramp service functions at Petersburg, Wrangell and Glacier Bay, and may utilize employees covered by the "Technician and Related" contract to perform work covered by the "C.O.P.S." contract at Cordova and Yakutat. When there are six (6) or more full time (or equivalent) hourly rated employees at any of the above stations, additional employees hired into the station shall be covered by the Agreement not in effect upon signing at that location, however, the employees may continue to perform the functions covered under both Agreements.

At small stations (four or less daily departures), the COPS, Ramp/Stores and/or Technician & Related, shall perform all work functions (e.g. A CSA may load baggage and a rampserviceman may board passengers).

No employees shall be furloughed to achieve the above procedure, nor shall C.T.O.'s be included within a station for this purpose.

Signed this 25th day of June, 1999.

WITNESS:

FOR ALASKA AIRLINES, INC.

Three horizontal lines for witness signature.

Thomas R. O'Grady
Assistant V.P., Labor Relations

WITNESS:
FRATERNAL

AIRCRAFT MECHANICS
ASSOCIATION

Three horizontal lines for witness signature.

O. V. Delle-Femine
National Director

1  
2 LETTER OF AGREEMENT  
3 between  
4 ALASKA AIRLINES, INC.  
5 and  
6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
7 for  
8 Technicians, & Related Crafts  
9 at  
10 PRUDHOE BAY, ALASKA  
11

12 WHEREAS, it is the Company's desire to initiate a station at Prudhoe Bay,  
13 Alaska; and,  
14

15 WHEREAS, it is the Union's desire that its members be utilized to staff that  
16 station; and,  
17

18 WHEREAS, the remote location of Prudhoe and the lack of normal living  
19 facilities present unique working conditions not contemplated in the Labor  
20 Agreement between the parties;  
21

22 NOW, THEREFORE, it is agreed that the provisions of the basic Labor  
23 Agreement shall apply to the Prudhoe Bay Station with the following  
24 modifications:  
25

26 1. Article 4, Classification of Work

27 a. Employees in the classification of Aircraft Technician may assist Ramp  
28 Servicemen in their duties (i.e. loading and unloading baggage and air freight),  
29 but may not replace Ramp Servicemen in a regular schedule.  
30

31 b. Management personnel will not normally perform work in the  
32 Classifications covered by the basic Agreement except for assisting employees  
33 in those instances when due to an unforeseeable peak period, where time is of  
34 the essence, and no other arrangement is feasible to alleviate the situation, or if  
35 there are insufficient volunteers for overtime, or in the case of an emergency. It  
36 is agreed that the servicing of late flights, the performance of necessary work to  
37 maintain flight schedules, or the protection of Company or customer property  
38 against the elements may be considered emergencies. Each emergency may be  
39 explained in writing to the local Airline Contract Committee or local shop  
40 representative when there is no Airline Contract Committee, upon receipt by the  
41 Company of a request in writing. The Company will respond in writing within  
42 forty-eight (48) hours of the written request, exclusive of Saturdays and Sundays.  
43

44 c. The Company may not subcontract work normally covered by the  
45 Basic Agreement except when specific skills, equipment or facilities are not  
46 present at the station, when customers require the use of their own or a  
47 subcontractor's employees, and in emergency situations beyond the Company's  
48 control.  
49

50 2. Article 5, Hours of Service

1 a. The Work Day shall be twelve (12) hours of work, except for the day  
2 rotated into and out of the station to commence and end a tour of duty, with an  
3 unpaid lunch period(s) not to exceed two (2) hours in aggregate. One-half hour  
4 of lunch period shall be scheduled to be within one hour of the middle of the shift.  
5

6 b. The Work Week shall be seven (7) consecutive twelve (12) hour days  
7 (except as set forth in 2.a. above) totaling eighty-four (84) hours.  
8

9 c. A normal tour of duty shall be fourteen (14) consecutive days (168  
10 hours) followed by fourteen (14) consecutive days free from duty away from the  
11 station.  
12

13 d. There shall be no shift differential.  
14

15 e. Part-time employees (working less than twelve (12) hours per day)  
16 may be utilized, but shall work a minimum of six (6) hours per day.  
17

18 f. Vacation, sick leave and Workmen's Compensation absences may be  
19 covered by relief shift employees working irregular tours at normal compensation.  
20

21 g. A shift realignment will occur once a year at the Prudhoe station during  
22 the month of September and will be awarded by classification seniority within the  
23 classification.  
24

### 25 3. Article 6, Overtime

26 a. Overtime shall apply to any work performed in excess of twelve (12)  
27 hours in any work day. It shall be paid at the time and one-half (1-1/2) rate.  
28

29 b. Employees unable to leave the station at the end of their fourteen (14)  
30 day tour of duty because of lack of Company transportation from Prudhoe to  
31 FAI/ANC will, for pay purposes, be considered to be on actual duty. If required to  
32 work, overtime at the time and one-half rate shall apply. Those employees  
33 unable to return to work through no fault of their own because of a lack of  
34 Company transportation from FAI/ANC to Prudhoe will be considered to be on  
35 actual duty and will be paid at their normal rate of pay.  
36

### 37 4. Article 7, Holidays

38 Holidays shall not apply to the station, except that Prudhoe Bay employees  
39 who work the holiday shall be compensated at the double time (2x) rate for all  
40 hours worked. Prudhoe Bay employees who are not on their tour of duty shall  
41 receive holiday pay which is a daily average of the number of hours the  
42 employee worked during their last tour of duty.  
43

1 5. Article 10, Vacancies

2 a. The bidding of vacancies shall be by "permanent" or "preference" bid  
3 as set forth in Section 10.J., of the Agreement but shall apply to all  
4 classifications.

5  
6 b. When an employee covered by this Agreement is not available to fill a  
7 vacancy, after exhausting procedure set forth in the basic Agreement and after  
8 the Company has first asked for volunteers to fill the vacancy temporarily until a  
9 new employee is hired, management employees may perform any necessary  
10 functions for thirty (30) days.

11  
12 c. If an employee is unable to cope with the environment or working  
13 conditions within ninety (90) days of being awarded the bid, he will be allowed to  
14 return to his former position (if his seniority so allows) with a thirty (30) calendar  
15 day written notice to the Company.

16  
17 d. For vacancies of thirty (30) days or less the Company shall have the  
18 option of the following procedures in any order:

19  
20 1) Hire a new employee on a temporary basis.

21  
22 2) Select any volunteer at any station on the system.

23  
24 3) Offer the position to those employees who have preference bids  
25 on file for the Classification and station, in seniority order. If none accept, the  
26 Company shall have the right to assign the junior employee with a preference bid  
27 on file.

28  
29 e. Any employee who is absent from the Prudhoe station for reasons  
30 other than vacation or approved personal LOA for more than two (2) work  
31 rotations in a twelve month period shall be considered unfit for assignment to the  
32 station and shall be furloughed.

33  
34 6. Article 13, Vacations

35 Vacations shall be bid in increments of at least one-half (1/2) a tour of duty;  
36 that is, seven (7) consecutive days. It shall be paid for on the basis of the  
37 employee's normal scheduled hours per day and shall be accrued on the basis of  
38 the same relative accrual as set forth in the basic Agreement reduced to an  
39 hourly rate.

40  
41

42	Accrual Rate in Minutes per Straight Time Hour Worked	Years of Service
44	2.50	0 - 4
45	4.65	5 - 11
46	6.94	12 - 20
47	7.50	21 and over

48

1 7. Article 14, Sick Leave

2 Sick Leave shall be accrued at the rate of 2.75 minutes for each straight  
3 time hour worked and shall be expended at the rate of the employee's normal  
4 scheduled hours per day. B.4. shall not apply. Employees who are ill and  
5 unable to report for their assigned tour shall contact the Customer Service  
6 Manager at least 24 hours prior to the report time.

7  
8 8. Article 15, Transportation

9 a. The Company will provide "Positive Space, Service Charge Waived"  
10 transportation (subject to displacement for over-sales) between Prudhoe and the  
11 employee's home of record on Alaska Airlines system for normal rotation of tours  
12 of duty.

13  
14 b. Section 15, C. 1-4, shall not apply for transfers to the Prudhoe Station.

15  
16 c. The Company's Pass Policy, System Regulations 6.000-6.600, shall  
17 not apply to transportation to and from the Prudhoe Station.

18  
19 d. Transfer and moving expenses shall not apply to the Prudhoe Bay  
20 Station.

21  
22 9. Article 21, General and Miscellaneous

23 a. All employees shall be provided uniforms at Company expense.  
24 Parkas and gloves will be provided for all employees required to work out of  
25 doors. The employee shall be responsible for maintaining his uniform in a clean,  
26 presentable condition. Cleaning facilities will be provided by the Company.

27  
28 b. The Company shall prepare and maintain "Station Rules" which shall  
29 govern the operation of the station and the conduct of the employees at the  
30 station. The rules shall not discriminate nor coerce the employee and shall not  
31 conflict with this Agreement or the basic Agreement. Each employee shall  
32 receive and sign for a set of these rules attesting his compliance prior to being  
33 awarded a position at the station.

34  
35 c. Room and board at Prudhoe shall be furnished to employees assigned  
36 to the station at Company expense.

37  
38 Signed this 25th day of June, 1999.

39  
40 WITNESS:

FOR ALASKA AIRLINES, INC.

41 \_\_\_\_\_  
42 \_\_\_\_\_  
43 \_\_\_\_\_  
44 \_\_\_\_\_  
45 \_\_\_\_\_  
46 \_\_\_\_\_  
47 \_\_\_\_\_

\_\_\_\_\_  
Thomas R. O'Grady  
Assistant V.P., Labor Relations

1 WITNESS:  
2 FRATERNAL  
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12

AIRCRAFT                      MECHANICS  
  
ASSOCIATION  
  
\_\_\_\_\_  
O. V. Delle-Femine  
National Director

LETTER OF AGREEMENT  
between  
ALASKA AIRLINES, INC.  
and  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS  
representing the  
Mechanics, Rampservice & Related  
Employees of Alaska Airlines

WHEREAS, the Company wishes to acquire new routes and stations, and;

WHEREAS, it may be economically infeasible to staff a new station with Company employees due to the number of flights or the absence of facilities, and;

WHEREAS, it is in the best interests of both the Company and its employees to expand its route structure.

NOW, THEREFORE, the Parties Agree that the Company may subcontract the ground handling of aircraft and passengers at Los Angeles, San Francisco/Oakland, Minneapolis/St. Paul, Great Falls, Billings, Missoula, Washington, DC, Portland, Oregon, and any new city selected through the dormant authority or "automatic market entry" provisions of the Airline Deregulation Bill or granted the Company under expedited "exemption" or "show cause" procedures. Each six months during the term of this Agreement, the Union may request a meeting with the Company for the purpose of reviewing the status of all Stations wherein the classifications covered by this Agreement are not utilized. The Company shall indicate the availability of counter, boarding area and ramp space as well as the current proposed level of service.

This Memorandum of Understanding shall become effective on the date of signing. It shall run concurrent with the basic agreement between the parties and shall remain in full force and effect until mutually amended by the Company and the Union.

Signed this 11th day of October, 1979.

FOR ALASKA AIRLINES, INC.

FOR INTERNATIONAL  
ASSOCIATION OF  
MACHINISTS AND AEROSPACE  
WORKERS

s/Robert E. Gray  
Robert E. Gray  
Vice President, Industrial Relations

s/Charles D. Easley  
Charles D. Easley  
President & General Chairman

s/Walter Fitzgibbon

TO ALL TECHNICIANS  
AND RELATED EMPLOYEES

Chemical dependency abuse is one of the leading health problems, resulting in human tragedy and economic loss. We believe that Chemical dependence is an illness, which can be successfully treated. The Employee Assistance Program (EAP) will help any employee who needs and accepts treatment. To accomplish this, the Employee Assistance Program, in conjunction with the AMFA and with the cooperation of the Alaska Airlines management, offers a program to diagnose and treat this disease.

YOUR JOB SECURITY WILL NOT BE JEOPARDIZED BY  
REQUESTING AND/OR ACCEPTING HELP AND TREATMENT

The benefits under our Group Hospitalization and Medical Insurance Plan, as well as Alaska Airlines' Sick Leave benefits, will be provided for those employees requiring treatment for a chemical dependence problem.

The importance of this program to the afflicted individual cannot be over-emphasized. The need for his cooperation in responding to treatment by trained professionals also cannot be over-emphasized.

THE ALTERNATIVE in failing to accept help and treatment could be loss of job and, finally, life itself. Unfortunately, the problem may not be obvious to the person struggling with this terrible disease. It may be more evident to their family, friends and fellow employees. All employees must accept a responsibility in the control of this disease among their peers.

ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST CONFIDENCE. Should you desire assistance, please contact your Employee Assistance Program Coordinator or Airline Representative.

Signed this 25th day of June, 1999.

\_\_\_\_\_  
O. V. Delle-Femine  
National Director

\_\_\_\_\_  
Thomas R. O'Grady  
A.V.P., Labor Relations

1  
2 LETTER OF AGREEMENT  
3 between  
4 ALASKA AIRLINES, INC.  
5 and  
6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
7 for  
8 Technicians, & Related Crafts  
9 Establishing an Amendment Covering  
10 Airport Services for Other Carriers  
11

12 WHEREAS, it is the desire of the Company to provide ground support  
13 services to other Carriers and,  
14

15 WHEREAS, it is the desire of the Union to assist the Company in this  
16 endeavor and,  
17

18 WHEREAS, the current scope clause within the Agreement is not clear as to  
19 work performed for other carriers,  
20

21 NOW, THEREFORE, it is agreed that this Understanding will modify Article  
22 2, the Scope of Agreement to include subcontracts from other carriers as follows:  
23

24 C. The Company further agrees that all work, wherever performed within  
25 the United States and its possessions, involving the maintenance, inspection,  
26 repair, modification and servicing of aircraft of other airlines for which Alaska  
27 Airlines has contracted to perform one or more of these functions, it recognized  
28 as coming within the jurisdiction of the Aircraft Mechanics Fraternal Association,  
29 and is covered by the provisions of this Amendment to the Agreement, and will  
30 be performed by employees listed in the appropriate classifications as provided  
31 for in the Agreement. Further, it is agreed that said work may be performed by  
32 either the employees covered by the Amendment to the Agreement establishing  
33 Airport Service for Other Carriers or the employees covered by the basic  
34 agreement.  
35

36 WHEREAS, some provisions within the Agreement are incompatible with  
37 providing ground support to other carriers.  
38

39 NOW, THEREFORE, it is agreed that all provisions of the basic Agreement  
40 will apply except as follows.  
41

42 Article 3.C. Status of Agreement

43 A work stoppage by any labor organization against Alaska Airlines, including  
44 those classifications under the basic Agreement, shall not affect the continuation  
45 of work to provide ground support services to any other carriers to which the  
46 Company has contracted to supply such services. It is understood and agreed  
47 that those employees will not be required to perform any work or services on  
48 Alaska Airlines aircraft in the event of a work stoppage on Alaska Airlines. In the  
49 event of a strike against any one of the carriers for which Alaska Airlines has

1 contracted Ground Services, employees under this Agreement will not be  
2 required to perform work for that struck carrier.

3  
4 Article 5. Hours of Service

5 There shall be no rotated Shifts, and for purposes of bidding shifts and days  
6 off, employees under this Amendment shall be a separate bid location.

7  
8 Article 5.M. Part Time Employees - Airport Services Only

9 1. At least two (2) consecutive hours, but not more than ten (10)  
10 hours shall constitute a work day for the part time employee.

11  
12 2. The part time employee's work week shall not be scheduled to  
13 exceed twenty-four (24) hours in any seven (7) consecutive days.

14  
15 3. Part time employees shall accrue active service time for  
16 computing seniority and employee benefits on a pro rated basis. Part time  
17 employees scheduled to work 20 or more hours shall be included in the group  
18 insurance program. Part time employees working less than twenty (20) hours  
19 may elect to be included in the program with the Company paying one-half (1/2)  
20 of the cost.

21  
22 4. There shall be no part time inspectors or lead technicians. The  
23 number of part time employees will not exceed twelve and one-half (12 ½)  
24 percent of the employees in the classification of technician and above without the  
25 mutual agreement of the Company and AMFA.

26  
27 5. The following rules shall govern the establishment of part time  
28 positions consistent with Articles 9 And 10:

29  
30 a. Full time employees being furloughed need not accept part  
31 time positions in lieu of furlough.

32  
33 b. Prior to hiring part time employees, furloughed employees  
34 (full and part time) must be offered the positions.

35  
36 c. Furloughed part time employees must accept part time  
37 openings or forfeit seniority.

38  
39 d. Full time employees on furlough need not accept part time  
40 openings.

41  
42 6. There shall be no split shifts except for part time employees  
43 assigned to work days with an overall span of ten (10) (or more) hours, but not to  
44 exceed eleven (11) hours.

45  
46 7. For the assignment of Holiday and Overtime work, full time  
47 employees will be offered/assigned those hours which would normally accrue to  
48 full time work, and part time employees will be offered/assigned those hours  
49 which would normally accrue to part time work.

50

1 Article 9. Seniority

2 Employees transferred from the Company's airline operation to the Airport  
3 Service operation who accepts and receives specialized training (e.g. 747, DC-  
4 10 training) shall be prohibited from bidding back into the Airline operation for a  
5 period of twenty-four (24) months from their initial transfer except to a higher  
6 classification. Employees hired directly into the Airport Service operation may be  
7 permitted to bid openings in the Airline Operation at the discretion of  
8 management or after 24 months employment. However, to ensure the continuity  
9 of operation, no more than 25% (or a minimum of one [1]) employee(s) in any  
10 classification may be allowed to bid out within a 90 day period. All employees  
11 under the Airport Service operation may exercise their seniority rights under the  
12 basic Agreement in the event of a layoff.

13  
14 Article 19.D.4. Severance Disallowance

15  
16 Cancellation of an Airport Service contract, or portion thereof, with the  
17 Company by another carrier.

18  
19 In order to promote harmony, trust, confidence, and a positive productive  
20 effort by management and the representatives of other carriers and the  
21 employees covered by this Agreement, every effort shall be made by the  
22 Company to instruct the representatives of the other carriers to work through the  
23 Leads except in an unusual or emergency situation.

24  
25 This Memorandum of Understanding shall become effective on date of signing. It  
26 shall run concurrent with the next basic Agreement between the parties and shall  
27 remain in full force and effect until mutually amended by the Company and the  
28 Union.

29  
30 Signed this 25th day of June, 1999.

31  
32 WITNESS:

FOR ALASKA AIRLINES, INC.

33  
34 \_\_\_\_\_  
35 \_\_\_\_\_  
36 \_\_\_\_\_  
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\_\_\_\_\_  
Thomas R. O'Grady  
Assistant V.P., Labor Relations

39  
40 WITNESS:  
41 FRATERNAL

AIRCRAFT MECHANICS  
ASSOCIATION

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\_\_\_\_\_  
O. V. Delle-Femine  
National Director

1  
2  
3 May 24, 1999  
4  
5  
6

7 Mr. O. V. Delle-Femine  
8 National Director  
9 Aircraft Mechanics Fraternal Association  
10 P. O. Box 1221  
11 Laconia, NH 03247  
12

13 Dear Mr. Delle-Femine:  
14

15 The following will constitute our agreement concerning the special arrangements  
16 required of our contract to supply maintenance services to Japan Air Lines at the  
17 Moses Lake, Washington, aircraft maintenance facility.  
18

19 It is understood that the current Letter of Agreement dated June 3, 1985  
20 governing the performance of maintenance support to other carriers will apply to  
21 the Moses Lake operation. The special provisions contained herein have been  
22 made to meet the requirements of Japan Air Lines, the contractor.  
23

- 24 1. Initially the maintenance contract will require Alaska Airlines to staff with  
25 eight (8) aircraft technicians, one (1) lead technician and one supervisor.  
26
- 27 2. Within the above staffing limitation, Alaska Airlines will initially provide  
28 maintenance coverage for six (6) days a week, two shifts per day with seven  
29 (7) technicians per day.  
30
- 31 3. In order to provide the necessary coverage, certain shifts shall be scheduled  
32 according to the needs of the service.  
33
- 34 4. All technicians or lead technicians must remain on assignments for a  
35 minimum of two (2) years after being awarded a preference bid or being  
36 hired directly into the assignment.  
37
- 38 5. Japan Air Lines required Alaska Airlines to hire two (2) former Jet Aero  
39 mechanics, thus only six (6) technician positions will be available for system  
40 preference bidding.  
41
- 42 6. It is understood that the Maintenance Supervisor shall be a working member  
43 of the group but shall not be scheduled daily but shall provide coverage and  
44 assistance as may be required by the operation and at the specific direction  
45 of the contractor.  
46
- 47 7. It is understood that Alaska Airlines technicians may be cross-utilized as  
48 provided in Article 4, paragraph Q. of the basic Agreement.  
49

1 8. It is understood that Moses Lake is not an Alaska Airlines station, however,  
2 through a special arrangement with Horizon Airlines, the provisions of  
3 Article 15, paragraph C. of the basic agreement shall be granted.  
4

5 Sincerely,  
6  
7

8 Thomas R. O'Grady  
9 A.V.P., Labor Relations  
10

11 Agreed:

12  
13 WITNESS:

FOR ALASKA AIRLINES, INC.

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Thomas R. O'Grady  
Assistant V.P., Labor Relations

21  
22 WITNESS:  
23 FRATERNAL

AIRCRAFT                      MECHANICS  
ASSOCIATION

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\_\_\_\_\_  
O. V. Delle-Femine  
National Director

\_\_\_\_\_  
Kevin F. McCormick  
National Administrator

1  
2 LETTER OF AGREEMENT  
3 between  
4 ALASKA AIRLINES, INC.  
5 and  
6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
7 for  
8 Technicians & Related Crafts  
9  
10

11 This Letter of Agreement is made and entered into in accordance with the  
12 provisions of the Railway Labor Act, as amended, by and between ALASKA  
13 AIRLINES, INC. (hereinafter referred to as the "Company") and the AIRCRAFT  
14 MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the  
15 "Association").  
16

17 WHEREAS, In an effort to recognize the need to promote Aviation Safety and to  
18 prevent accidents and incidents by encouraging employees to voluntarily report  
19 safety issues and events that may otherwise be unobtainable. An Aviation Safety  
20 Action Program (ASAP) provides a vehicle whereby employees of participating  
21 air carriers can identify and report safety issues to management and to the FAA  
22 for resolution, without fear that the FAA will use reports accepted under the  
23 program to take legal enforcement action against them, or that the company will  
24 use such information to take disciplinary action.  
25

26 The elements of the ASAP are set forth in a Memorandum of  
27 Understanding (MOU) between the FAA, Company, and the Association.  
28

29 NOW, THEREFORE, the parties agree to voluntarily participate in an ASAP  
30 program under the guidance of the MOU. Any party may opt out of the  
31 program at any time and therefore terminating this LOA.  
32

33 An Association Event Review Committee (ERC) representative and Alternate  
34 ERC representative will be elected by the Alaska Airlines AMFA Membership.  
35 The Alternate ERC representative will assume the duties of the Primary ERC  
36 representative in his/her absence.  
37

38 The Company shall pay and provide the Associations Primary (ERC)  
39 representative or Alternate in his/her absence the time to perform the duties  
40 under the ASAP MOU.  
41

42 The normal work schedule for the Primary ERC representative will be Day shift  
43 Monday through Friday, but starting times may vary to accommodate schedule  
44 variations.  
45

46 The Company will supply the ASAP representative with free positive space travel  
47 over the Company's system while performing his ASAP duties as well as a cell  
48 phone to conduct ASAP business.  
49

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WITNESS: FOR ALASKA AIRLINES, INC.

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\_\_\_\_\_  
Cathryn V. Dammel  
Staff V.P./Labor and Employment Law

\_\_\_\_\_  
Brian Hirshman  
Staff V.P./Maintenance

WITNESS:

AIRCRAFT MECHANICS FRATERNAL  
ASSOCIATION

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**AGREEMENT**  
**between**  
**ALASKA AIRLINES, INC.**  
**and**  
**AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

**WHEREAS, Alaska Airlines, Inc. (the "Company") and the Aircraft Mechanics Fraternal Association ("AMFA") desire to establish job security for the presently active members of the bargaining unit,**

**NOW, THEREFORE, the parties agree:**

**1. Effective on the date of signing of this Letter of Agreement through date (one day prior to amendable date), the company will not subcontract any scheduled line maintenance work currently performed by AMFA employees in Anchorage, Juneau, Seattle, Portland, Oakland, San Francisco, Los Angeles, Phoenix, nor will the Company lower the classification of any of the above stations in the GPM, provided Alaska Airlines continues to operate at that station. The Company further agrees that during the above stated period, the Company will refrain from layoffs (i.e., where no bumping rights) of any AMFA-represented employee, who is actively employed or on an approved leave of absence as of the date of signing of this Agreement. No other individuals shall enjoy any rights under this Letter of Agreement.**

**2. Provided, however, the Company shall be excused from compliance with the above "no-layoff" provision to the extent that a circumstance over which it does not have control is the cause of such non-compliance. The term "circumstance over which it [i.e., the Company] does not have control" includes a natural disaster; an act of terrorism; work disruption or stoppage that prevents the Company from operating its planned schedule for thirty (30) days or more; grounding of a substantial number of the Company's aircraft by or through the actions of a government agency; reduction in flying operations because of the unavailability of an adequate fuel supply; revocation of the Company's operating certificate; or military action or a national emergency that prevents the Company from operating its planned schedule for thirty days or more.**

**3. The parties affirm that the duration stated in paragraph 1, above, shall be subject to extension hereafter only upon the mutual, written agreement of the Company and AMFA. The parties specifically agree that, absent such an extension agreement, the protections afforded employees by this Letter of Agreement shall be deemed to expired on date (one day**

1 prior to amendable date) and AMFA will not assert otherwise in any forum  
2 on any basis (contractual or legal), including but not limited to an assertion  
3 that the furlough restrictions set forth in this Letter of Agreement are or  
4 can somehow be extended by the status quo provisions of the Railway  
5 Labor Act, 45 U.S.C. § 156.

6  
7 This Letter of Agreement shall become effective on the date of signing.  
8 It shall remain in full force and effect according to its terms as above-  
9 stated.

10  
11 Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2005.  
12

13 WITNESS:

For ALASKA AIRLINES, INC.

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15 \_\_\_\_\_

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16 \_\_\_\_\_  
17 \_\_\_\_\_

18 \_\_\_\_\_  
19 Dennis Hamel  
20 Vice President Employee Services

21 \_\_\_\_\_  
22 Fred Mohr  
23 Vice President Maintenance and Engineering

24  
25  
26  
27 WITNESS:

AIRCRAFT MECHANIC FRATERNAL  
ASSOCIATION

28 \_\_\_\_\_  
29 \_\_\_\_\_

30 \_\_\_\_\_  
31 Louis Key  
32 AMFA Region 1 Director

33 \_\_\_\_\_  
34 \_\_\_\_\_

35 \_\_\_\_\_

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2  
3 AGREEMENT  
4 between  
5 ALASKA AIRLINES, INC.  
6 and  
7 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
8 Representing  
9 The Technician & Related Crafts

10  
11 This Letter of Agreement is made and entered into in accordance  
12 with the provisions of the Railway Labor Act, as amended, by and between  
13 ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the  
14 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred  
15 to as the "Association").

16  
17 WHEREAS, In an effort to recognize the need to develop a crew that could  
18 expedite the return to service of aircraft that require irregular and atypical  
19 maintenance at a currently staffed or out station. The goal of the "Special  
20 Projects Crew" concept is to develop a crew that has expertise in these  
21 situations and can expedite returning aircraft to service, thereby creating  
22 the incentive for the carrier to keep work in-house that might otherwise be  
23 outsourced.

24  
25 NOW, THEREFORE, the parties agree to the following procedures for  
26 Special Projects. This will supersede the Special Project language in the  
27 contract for 24 months from date of signing. At that time the parties will  
28 review the effectiveness of the Special Project Crew concept. If either party  
29 is dissatisfied with the effectiveness of the Special Project Crew the letter  
30 will expire and go back to the original Special Project language in the  
31 contract.

32  
33 K. Special Projects Crew

- 34  
35 1. A Special Project Crew is a pre-selected group of Technicians  
36 that perform major repairs, modifications or irregular and atypical  
37 significant maintenance within a station // or on the system that  
38 require specific skills and a dedicated team to return an aircraft to  
39 service. // "Major repairs, modifications or irregular and atypical  
40 significant maintenance" can be described as, but not limited to, a  
41 repair requiring multiple concurrent shifts which may require multiple  
42 turnovers. It is not intended that Special Projects will replace  
43 traditional field trips. Special Projects would not include, for example:  
44 engine changes, cockpit window changes, fuel-control changes etc...  
45 which would be appropriately covered with a Field Trip.  
46  
47

1  
2 a. The Special Project Crew will consist of a Structures Group, an A&P  
3 Group and an Avionics Group.

4  
5 b. Each Special Project Crew member will work in his regular Bid  
6 Location and bid shift and days off within that location except when  
7 working a special project.

8  
9 c. The company will determine the number of Special Project Crew  
10 members system wide and may establish a minimum number at any  
11 station.

12  
13 2. Personnel desiring to be considered for the Special Projects Crew  
14 must indicate their preference by // submitting a preference bid for the  
15 posted openings on one (1) or more of the Groups: Major Structures,  
16 Avionics, A&P; provided however, that an employee can only be selected  
17 for one Group. The openings will be posted system wide in accordance  
18 with the bulletin provisions outlined in Article 10.B. Selection will be based  
19 upon the possession of the qualifications necessary to perform all phases  
20 of maintenance within the preferenced group. A selection committee  
21 composed of an equal number (minimum of two each) of management and  
22 AMFA appointed employees will interview the candidates to evaluate their  
23 qualifications. The committee will determine whether the candidates meet  
24 the minimum qualifications, and the committee will select the most overall  
25 qualified candidate to fill the opening. If a tie emerges classification  
26 seniority will prevail. An employee may resign from the Special Project  
27 Crew by submitting a 14 day written notice to his local Manager with a copy  
28 to the local Airline Representative.

29  
30  
31 3. Team Selection:  
32

33 The manager responsible for the project will determine when  
34 a Special Project team will be utilized and is responsible for ensuring the  
35 selection process is conducted in accordance with the following  
36 procedure. During the selection process, the manager will brief the  
37 employee(s) of the nature and expected duration of the project and will  
38 inform the employees of any shift adjustments required to complete the  
39 project. Pay and overtime will be based on the actual shift worked during  
40 the special project. However, no employee will be paid less on a special  
41 project than he would have received had he worked his regular shift.

42  
43  
44 a. Technicians must be on the Special Project Crew.

45  
46 b. If needed, inspectors and leads will be selected first from  
47 within the station and then, if not available at the station, from their  
48 respective field trip lists.

49

1 c. Employees must be qualified and possess the required skills  
2 to accomplish the task.

3  
4  
5 d. Current overtime status will not prohibit an employee from  
6 being selected.

7  
8 e. Those employees who are on leave of absence, vacation,  
9 sick leave, jury duty, on the job injury/modified duty, military leave,  
10 training, etc., will not be eligible for consideration for Special Projects  
11 assignment.

12  
13 f. In the event the Company determines that a special project  
14 can be performed within a // station, selection for the special project team  
15 will be offered within // that station //, taking into account any special skill  
16 certain crew members may have applicable to the project. // In the event  
17 manpower depletion becomes unmanageable, or the Company determines  
18 a Special Project cannot be contained within a station, personnel will be  
19 selected by the Company, considering geographical location, special skills  
20 and manpower availability by project group as stated below. The  
21 supervisor will offer the assignment to employees on the Special Project  
22 Crew and if he does not have enough volunteers, he will then assign  
23 employees from the Special Project Crew in inverse classification seniority  
24 order.

25  
26 Major Structures:

- 27 1) Structures Special Project Group  
28 2) Qualified volunteers from the other Special Project Groups

29  
30 Avionics:

- 31 1) Avionics Special Project Group  
32 2) Qualified volunteers from the other Special Project Groups

33  
34 A & P:

- 35 1) A&P Special Project Groups  
36 2) Qualified volunteers from the other Special Project Groups

37  
38  
39 g. When the special project is at a remote location, or if there is  
40 no help available and the project is of a nature where more than one (1)  
41 person is required for safety purposes, at least two (2) people will be sent  
42 on the special project.

43  
44 4. Once a dedicated team has been assigned to a Special Project, all  
45 overtime related to that project will be handled within that dedicated team  
46 first.

47  
48 5. Acceptance of a Special Project constitutes implied  
49 acknowledgment that the individual selected possesses the necessary  
50 skill(s). Personnel who volunteer and accept a Special Project are

1 responsible for accurately advising the Company of their level of  
2 experience/qualifications.

3  
4  
5 This Letter of Agreement shall become effective on the date of signing. It shall  
6 remain in full force as outline above.

7  
8 Signed this \_\_\_\_ day of \_\_\_\_\_, 2005.

9  
10 **WITNESS:**

**For ALASKA AIRLINES, INC.**

11  
12 \_\_\_\_\_

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13  
14 \_\_\_\_\_

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Dennis Hamel

Vice President Employee Services

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Fred Mohr

Vice President Maintenance and Engineering

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**AIRCRAFT MECHANIC FRATERNAL**  
**ASSOCIATION**

23 **WITNESS:**

24  
25 \_\_\_\_\_

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Louis Key

AMFA Region 1 Director

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