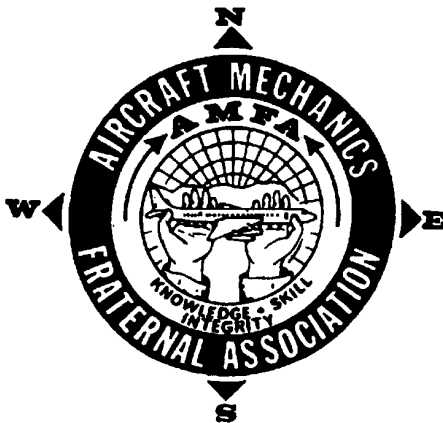


AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
ALASKA AIRLINES CONTRACT PROPOSALS
2008



Proposal # 1	Article 2	Strengthen Scope language
Proposal # 2	Article 2	Strengthen Airline Contract Committee language to force the Company to expose the financials of all subcontracting
Proposal # 3	Article 4	Create a new classification of Vendor Inspector
Proposal # 4	Article 4	Remove the provision waiving airframe license requirements for Avionics Leads
Proposal # 5	Article 4	Amend language to require the Company to call all available overtime before cross-utilizing
Proposal # 6	Article 5	Change requirements to increase usage of 4/10 shifts
Proposal # 7	Article 5	All line locations will receive an inclusive paid lunch regardless of shift
Proposal # 8	Article 5 and 6	Create a variety of work schedules and corresponding overtime language
Proposal # 9	Article 5	Amend Hours of Service to deal with modified workweek overtime
Proposal # 10	Article 6	Add trade days, jury duty, and military leave to the hours used to compute a 40 hour work week
Proposal # 11	Article 6	Clarify definition of entire shift overtime and establish that on shift overtime must be used prior to going to off shift overtime
Proposal # 12	Article 6	Company must offer to provide a hotel room when an employee has reached his/her duty limit
Proposal # 13	Article 6	Increase guaranteed overtime hours when working a RDO
Proposal # 14	Article 6	Change overtime language to create an overtime equalization program. Individual overtime priority rotates with overtime usage to allow everyone an equal opportunity for overtime.
Proposal # 15	Article 7	Change holiday not worked language to compensate for scheduled hours, i.e. currently 10 hour shift employees are only paid 8 hours of holiday pay when they have the holiday off
Proposal # 16	Article 7	Amend language to prevent a new hire's banked holidays from being converted to vacation time prior to them reaching one year of service thus making the time unusable until they reach one year of service

Proposal # 17**Article 7**

Amend the holiday language regarding failing to report – current language allows for immediate dismissal unless it was due to illness

Proposal # 18**Article 8**

Add language to field service to allow for a selection process greater than 24 hours in advance for charters or other longer term forecasted needs

Proposal # 19**Article 8**

Amend field trip language to prevent a Technician from being selected if they will time out within 6 hours of the departure time

Proposal # 20**Article 8**

The Company will provide a \$75.00 clothing allowance to meet pass policy dress code when returning from field trips

Proposal # 21**Article 8**

Amend field service language to mandate Inspectors on field trips when there is a known requirement on the project and the crew is being dispatched from a station with Inspection personnel

Proposal # 22**Article 8**

Strike references to Base in special project language

Proposal # 23**Article 9**

Reduce the amount of time a management employee stays on the seniority list

Proposal # 24**Article 9**

Amend the language for correction of the seniority list, remove time limits for seniority protests

Proposal # 25**Article 9**

Amend language to allow bidding to a lower classification with a freeze in seniority instead of the loss of all seniority

Proposal # 26**Article 9**

Change to a single seniority system for technician and higher (Tech Seniority)

Proposal # 27**Article 9**

Amend first right of recall language

Proposal # 28**Article 9**

Amend furlough language to allow an employee to accept a vacancy in any location rather than having to displace a junior employee

Proposal # 29**Article 9**

Amend furlough language to allow an employee to utilize any accrued seniority

Proposal # 30**Article 9**

Amend furlough language to allow furloughed employees to continue accruing seniority for ten years

Proposal # 31**Article 10**

Amend language to require the Company to fill vacancies within a specified amount of time

Proposal # 32**Article 10**

Amend assessment language to prevent employees from continuously returning to a position they have failed without showing some proof that they have improved

Proposal # 33 **Article 10**
Amend vacancy language to require an employee to be released to an accepted position within a specified amount of time

Proposal # 34 **Article 11**
Lower the current Union override rate (rate the Company charges the Union for union business)

Proposal # 35 **Article 11**
The Company will provide 14 paid calendar days annually for Reserve Armed Forces on active duty

Proposal # 36 **Article 11**
Amend language to allow for 180 day leaves of absence (LOAs) without the loss of seniority

Proposal # 37 **Article 11**
Amend Negotiating Committee work week to match new pay week

Proposal # 38 **Article 11**
Amend language to allow senior employees to take LOAs without a loss of seniority in lieu of furlough of junior employees

Proposal # 39 **Article 13**
Lower time requirements for vacation accrual (more vacation)

Proposal # 40 **Article 13**
Leads bid vacation separately for each shift for each bid location

Proposal # 41 **Article 13**
Amend the vacation bidding process language

Proposal # 42 **Article 13**
All shifts in a classification at a bid location will bid vacation together

Proposal # 43 **Article 13**
Amend the bidding process to allow for a maximum of two week increments per round when there is only one bid line

Proposal # 44 **Article 13**
Amend the vacation language to assure there is adequate slots available

Proposal # 45 **Article 13**
Amend the vacation language to limit the number of weeks that can be bid consecutively

Proposal # 46 **Article 13**
Add language that would allow employees to donate both sick leave and vacation time

Proposal # 47 **Article 14**
Change vacation/sick leave to a PTO program like management

Proposal # 48 **Article 14**
Eliminate "sick leave watch"

Proposal # 49 **Article 14**
Amend maximum sick leave accrual

Proposal # 50 **Article 14**
Unused sick leave to be paid out upon retirement

Proposal # 51 **Article 15**
Amend language for travel during Union Business

Proposal # 52 **Article 15**
Create a moving expense allowance

Proposal # 53 **Article 17**
Amend arbitration language to allow for greater flexibility in scheduling

Proposal # 54 **Article 18**
Increase the cleaning allowance for uniforms

Proposal # 55 **Article 19**
Increase severance allowance

Proposal # 56 **Article 19**
Increase retirement benefit

Proposal # 57 **Article 20**
Create an 85 point retirement plan

Proposal # 58 **Article 20**
Amend the RII upgrade to a premium

Proposal # 59 **Article 20**
Enhance 401K contributions

Proposal # 60 **Article 21**
Amend the vehicle parking language

Proposal # 61 **Article 22**
Change Tech Helper insurance premium so they pay the same as Technicians by percentage of pay

Proposal # 62 **Article 22**
Amend language so that the Company refunds the health care premium to self insured employees

Proposal # 63 **Article 22**
Increase Accidental Death and Dismemberment Insurance

Proposal # 64 **Article 22**
Cap increases to insurance premiums

Proposal # 65 **Article 22**
Increase Dental and Orthodontic coverage

Proposal # 66 **Article 22**
Increase our Long Term Disability coverage

Proposal # 67 **Article 23**

Create a run/taxi and LWMP premium

Proposal # 68 **Article 23**

Create an Artic premium for field trips

Proposal # 69 **Article 23**

Contract duration of four years

Proposal # 70 **Article 25**

Create relief shift differential above the normal shift differential

Proposal # 71 **Article 26**

Separate/increase Tech Helpers pay scale from Fleet/Janitor

Proposal # 72 **Article 26**

Create an annual Cost of Living Allowance (COLA)

Proposal # 73 **Article 26**

Shorten the number of pay steps and even out the pay scale

Proposal # 74 **Article 28**

Increase shift differential

Proposal # 75 **Article 28**

Amend language so that shift differential is included in sick, holiday, and vacation pay

Proposal # 76 **Article 28**

Create language to require the third crew member on Combi aircraft to be a Technician

Proposal # 77 **Article 29**

Increase longevity allowance

Proposal # 78 **Article**

Create a tool allowance