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1                           2011 AMENDMENT  
2                           TO THE WORKING  
3                           AGREEMENT  
4                           between  
5                           ALASKA AIRLINES, INC.  
6                           and  
7                           AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

8  
9  
10 Hereinafter, ALASKA AIRLINES, INC., will be referred to as the  
11 "Company," and the AIRCRAFT MECHANICS FRATERNAL  
12 ASSOCIATION will be referred to as the "Union" or  
13 "Association".  
14



1            Neither party, through these principles, relinquishes any  
2 rights protected by the law or the Agreement.  
3

1 **ARTICLE 1, PURPOSE OF AGREEMENT**  
2

3 A. The purpose of this Agreement is, in the mutual interest of the  
4 Company and of the employees, to provide for the operation of the  
5 services of the Company under methods which will further, to the fullest  
6 extent possible, the safety of air transportation, the efficiency of  
7 operation, and the continuation of the employment under conditions of  
8 reasonable hours, proper compensation, and reasonable working  
9 conditions. It is recognized by this Agreement to be the duty, of the  
10 Company and of the employees, to cooperate fully both individually and  
11 collectively, for the advancement of that purpose. The Company  
12 recognizes the employees covered by this Agreement to be highly  
13 skilled individuals who are dedicated to the progress of commercial  
14 aviation and to the safety of flight by the practice of quality aircraft  
15 maintenance.  
16

17 B. No employee covered by this Agreement will be interfered with,  
18 re-strained, coerced, or discriminated against by the Company, its  
19 officers or agents because of membership in or lawful activity on behalf  
20 of the Union.  
21

22 C. It is understood wherever in this Agreement employees or jobs  
23 are referred to in the male gender, it shall be recognized as referring to  
24 both male and female employees.  
25

26 D. Alaska Airlines and the Aircraft Mechanics Fraternal Association  
27 hereby agree that neither the Company nor the Union will discriminate  
28 against any employee because of race, color, religion, national origin,  
29 disability, or veteran status, sex or age.  
30

1 **ARTICLE 2, SCOPE OF AGREEMENT**

2  
3 A. In accordance with the National Mediation Board certification in  
4 Case No. R-6572, March 30, 1998, the Company recognizes the  
5 Aircraft Mechanics Fraternal Association as the sole and exclusive  
6 bargaining agent for all employees of Alaska Airlines, Incorporated,  
7 composing the class and craft as covered under this Agreement.  
8

9 B. The Company's General Policy, Operating, Maintenance  
10 Manuals and the Company's System Regulation, Customer Service,  
11 and General Maintenance Manuals shall be made available to all  
12 employees. Employees shall be responsible for knowledge of their  
13 location and contents. The Company shall advise all employees of  
14 changes in rules and/or regulations that could result in disciplinary  
15 action. Employees covered by this Agreement shall be governed by  
16 such Manuals and by all applicable rules, regulations and orders issued  
17 by properly designated authorities of the Company, which are not in  
18 conflict with the terms of this Agreement. The Company shall have the  
19 right to modify these manuals, policies, System Regulations during the  
20 term of the Agreement. The Company will insure that these rules,  
21 regulations and orders, together with such amendments or changes as  
22 may be made from time to time, are made available to all employees.  
23

24 C. The Company agrees that all work normally performed by the  
25 employees covered by this Agreement in its Maintenance Shops,  
26 Airport Stations, or other facilities is recognized as coming within the  
27 jurisdiction of the Aircraft Mechanics Fraternal Association and is  
28 covered by this Agreement. The parties agree that the Company may  
29 (1) continue to contract out work heretofore customarily farmed out; (2)  
30 return equipment, parts, or assemblies to the manufacturers or to a  
31 manufacturer-approved repair station for repair or replacement; (3)  
32 purchase necessary parts, equipment or facilities including but not  
33 limited to the installation of fixed equipment and new facilities  
34 construction; (4) contract out any work when the Company's facilities,  
35 equipment or personnel are not sufficient or available or where  
36 employees covered by this Agreement do not have the experience and  
37 ability to satisfactorily perform the work required or warranty  
38 agreements exist; (5) contract out work for which the Company's cost  
39 exceeds the vendor charges, less material; (6) reserve the right to  
40 contract out other work with the approval of the Union.  
41

42 D. The Company and at least one (1) member of the Airline  
43 Contract Committee(s) from each local, at their option, will meet on a

1 bimonthly basis unless mutually deferred. The subject of the meeting  
2 will be a discussion of items, which have been subcontracted or are  
3 forecast for future subcontracting.  
4

1 **ARTICLE 3, STATUS OF AGREEMENT**

2  
3 A. **This collective bargaining agreement, effective October 17,**  
4 **2011, and all letters of agreement and memoranda of**  
5 **understanding between the Company and the Association, or as**  
6 **adopted after the effective date of this collective bargaining**  
7 **agreement, collectively constitute the "Agreement".** // In the event  
8 the Company opens a new base such base shall be considered the  
9 same as a new department of the Company and shall come under the  
10 Agreement.

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

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

40  
41 D. No employee covered by this Agreement shall in any way cause  
42 malicious damage to either the property or the reputation of the  
43 Company. Any such action shall be cause for immediate discharge.  
44 The Union agrees that it will cooperate in preventing such actions.  
45



1 E. This Agreement shall be binding upon any successor (**including**  
2 **the Company where it is the acquiring entity**), assign, assignee,  
3 transferee, administrator, executor and/or trustee (a "Successor") of the  
4 Company resulting from any transaction that involves transfer (in a  
5 single transaction or a multi-step transaction) to **any individual, group**  
6 **or entity // of control of the Company or of ownership of a majority**  
7 **or greater of the // assets of the Company. A Successorship**  
8 **Transaction is defined as a single step or multi-step transaction**  
9 **that gives rise to a Successor.** The Company agrees that it shall not  
10 consummate any **Successorship Transaction** that involves a transfer  
11 as defined herein until the Successor agrees in writing to be bound by  
12 the terms of this **Agreement and to continue to operate the**  
13 **Company in accordance with this Agreement.**

14  
15 **For purposes of this paragraph E, control of a corporation means**  
16 **ownership of or power to exercise fifty (50) percent or more of the**  
17 **common stock of the corporation or of securities with fifty (50)**  
18 **percent or more of the voting power of all securities entitled to**  
19 **vote generally in the election of the corporation's board of**  
20 **directors or equivalent governing body, or the power to appoint or**  
21 **elect or prevent the appointment or election of a majority of the**  
22 **corporation's board of directors or equivalent governing body.**  
23 **Control of an entity other than a corporation means ownership or**  
24 **beneficial interest in fifty (50) percent or more of the value of the**  
25 **aggregate interests in such entity.**

26  
27 **F.** The following provisions apply in the case of a **Successorship**  
28 **Transaction**, as described in paragraph E. above, in which the  
29 Successor is an air carrier or any corporate affiliate, alliance or  
30 acquisition of an air carrier. The technicians and related groups shall be  
31 merged in accordance with the following:

32  
33 1. The integration of the seniority lists of the technicians  
34 and related shall be governed by Sections 2.a., 3 and 13 of the  
35 Allegheny-Mohawk LPP's. The Successor shall accept the integrated  
36 seniority list, including any conditions and restrictions established  
37 through the LPP proceedings, as applicable; and

38  
39 2. The respective technicians and related collective  
40 bargaining agreement shall be merged into one (1) agreement as the  
41 result of negotiations with **// the technician** and **related groups and**  
42 **the Successor. //**

1           **a. The parties shall negotiate until such time**  
2 **as they have either reached agreement on a single collective**  
3 **bargaining agreement, or alternatively, are determined to have**  
4 **reached an impasse by a mediator employed by the National**  
5 **Mediation Board. Should an impasse be declared, the parties will**  
6 **submit all open issues to a panel of three (3) neutral arbitrators**  
7 **selected from a list provided by the National Mediation Board. The**  
8 **interest arbitration hearing shall be completed within three (3)**  
9 **months of the date of submission to the panel of arbitrators and**  
10 **the panel's decision shall be issued no later than thirty (30) days**  
11 **after the close of the hearing.**

12  
13           **b. There shall be no system wide realignment**  
14 **of technician and related group positions, or system rebid,**  
15 **resulting from the integration of the seniority lists or the**  
16 **implementation of a single collective bargaining agreement**  
17 **contemplated by this paragraph F that results in employees on the**  
18 **Alaska Airlines Seniority List being involuntarily**  
19 **displaced/"bumped" from their station by a pre-transaction**  
20 **employee of the Successor. This paragraph F.2.b shall not restrict**  
21 **the Successor from the furloughing of employees from the**  
22 **integrated seniority list due closure of a station or reduction in**  
23 **operations at a station.**

24  
25           **c. The aircraft (including all orders and**  
26 **options to purchase aircraft) and the maintenance operations of**  
27 **each pre-transaction air carrier shall remain separate until such**  
28 **time as the seniority lists for the technician and related groups are**  
29 **integrated and the collective bargaining agreements are combined**  
30 **in accordance with paragraphs F.1 and F.2 this Section 1.**

31  
32 **// G.** In the event of a transaction in which the Successor is not an  
33 air carrier or any corporate affiliate of an air carrier, the Successor  
34 shall, in addition to assuming all obligations under the Agreement,  
35 provide the technicians and related with Labor Protection Provisions as  
36 specified in this paragraph **// F.**

37  
38 **// H.** Any and all disputes concerning alleged violations of this  
39 Paragraph **// F.** **// not** resolved by **conference shall be resolved by**  
40 final and binding arbitration. The Company **and the Association**  
41 **agree//** to arbitrate any grievance filed by the Association **or the**  
42 **Company** alleging violation of **// Paragraph // F.** on an expedited basis  
43 directly before a neutral arbitrator. The dispute shall be heard **//** no later

1 than thirty (30) days following the // filing of the dispute with the  
2 System Board // and decided // no later than sixty (60) days after //  
3 such filing unless the parties agree otherwise in writing. The  
4 parties agree to abide by any arbitration award that is issued.  
5

1 **ARTICLE 4, CLASSIFICATION OF WORK**

2  
3 A. Lead Inspector

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

11  
12 B. Inspector

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

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

1 further defined below. Subject to the minimums set out in this Article,  
2 the Company shall determine when the assignment of a Lead in a work  
3 area is necessary.  
4

5 D. Lead Aircraft Technician

6 A Lead Aircraft Technician shall be a licensed A & P  
7 Technician who, as a working member of the group is charged with the  
8 responsibility of leading, directing and approving the work of other  
9 employees not exceeding a group totaling more than fifteen (15) other  
10 employees. At all locations where more than five (5) technicians are on  
11 duty and on the same shift within a bid location or shop, one shall be  
12 lead.  
13

14 E. Lead Avionics Technician

15 A Lead Avionics Technician shall hold a valid General Radio-  
16 Telephone Operators License, hold a valid Airframe license and, as a  
17 working member of the group, shall be charged with the responsibility  
18 of leading, directing, and approving the work of avionics technicians not  
19 exceeding a group totaling more than fifteen (15) other avionics  
20 technicians. Where more than five (5) avionics technicians are on duty  
21 and on the same shift, one (1) shall be lead. The Airframe license  
22 requirement would not apply to current Avionics Lead Technicians as of  
23 October 17, 2005.  
24  
25

26 F. Lead Automotive Technician

27 A Lead Automotive Technician shall be a journeyman in the  
28 automotive trade and, as a working member of the group, shall be  
29 charged with the responsibility of leading, directing, and approving the  
30 work of automotive technicians not exceeding a group totaling more  
31 than fifteen (15) other automotive technicians. Where more than five  
32 (5) automotive technicians are on duty and on the same shift, one (1)  
33 shall be lead.  
34  
35

36 G. Lead Facilities Technician

37 A Lead Facilities Technician shall be a journeyman in one of  
38 the building trades, who, as a working member of the group, is charged  
39 with the responsibility of leading, directing and approving the work of  
40 facilities technicians not exceeding a group totaling more than fifteen  
41 (15) facilities technicians. At all locations where more than five (5)  
42 facilities technicians are on duty and on the same shift, one (1) shall be  
43 lead.

1  
2 H. Lead Aircraft Machinist

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

10  
11 I. On the Job Trainer

12 The work of an On the Job Trainer (OJT) shall consist of  
13 training employees under this Labor Agreement in topics that are  
14 generally recognized as informal training. Such position will be selected  
15 from volunteers based upon a combination of classification seniority  
16 and qualifications such as: communication and organizational skills,  
17 technical skills and training ability. **When an OJT is working in his  
18 basic classification he will be counted in that basic classification  
19 towards the Lead minimums as stated in Article 4.** The trainer,  
20 when directed by a supervisor, will be removed from the work group  
21 (Article 4, paragraph //P.2.) and the Lead's responsibility. He will be  
22 under the direction of the Supervisor to perform the required training.  
23 Assignment of OJT duties shall be at the discretion of management. If  
24 an assignment will cause extraordinary hardship, management shall  
25 consider any employee request not to be assigned on a case by case  
26 basis and will exercise managerial discretion in making the assignment.  
27 This required training shall include limited classroom; video; CBT;  
28 operational requirement initial and recurrent training, (i.e. engine run,  
29 taxi, LWMP, cold weather procedures, fueling procedures); and  
30 specialized technical procedures training. The above is not a  
31 classification, simply a description of the basic functions of the various  
32 OJT classifications (i.e., Inspection OJT, Avionics OJT, Aircraft OJT,  
33 Facilities OJT, Automotive OJT, and Fleet Service OJT.

34  
35 With a seven (7) day notice, or by mutual consent to shorten  
36 the notice, the OJT may be required to train off-shift if there is no  
37 qualified OJT on that shift.

38  
39 When a qualified trainer is not available at a station, selection  
40 to cover the required training at that station shall be made per Article 8,  
41 Field Service.

42 **At management's discretion, to satisfy the training  
43 requirements of a bid location, an OJT position may be utilized on  
44 a full time basis.**

1  
2 In all other instances, the Trainer will work in his basic  
3 classification as a working member of the group and shall continue to  
4 receive the Trainer premium.  
5

6 J. Technician

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

21 1. Aircraft Technician

22 Aircraft Technicians' work shall consist of all phases of  
23 repair and maintenance of aircraft and the dismantling, repairing,  
24 assembly, and erection of machinery and mechanical devices and may  
25 also include minor building maintenance, automotive repair, the repair  
26 and maintenance, exchange and replacement of electronics or  
27 electrical components. Technicians entering the classification of  
28 Aircraft Technician shall possess:  
29

- 30 a. A valid A & P license
- 31 b. 2 years transport category aircraft maintenance  
32 experience

33 The experience requirement may be waived by the Company.  
34

35 2. Avionics Technician

36 The work of Avionics Technician shall consist of the  
37 repair and maintenance of aircraft electrical and electronic equipment,  
38 maintenance of the work area. Technicians entering the classification  
39 shall possess;  
40

- 41 a. A valid General Radio-Telephone Operators License
- 42 b. Airframe license

1 c. Graduation certificate from an accredited civilian or military  
2 avionics electronics program with a minimum of 60 semester hours or  
3 two years of transport category aircraft maintenance experience.  
4

5 The Airframe license requirement may be waived by the  
6 Company. The Airframe license requirement would not apply to current  
7 Avionics Technicians as of October 17, 2005.  
8

9 3. Facilities Technician

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

18 4. Automotive Technician

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

25 5. Aircraft Machinist

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

35 K. Lead Fleet Service

36 A Lead Fleet Service employee shall, as a working member of  
37 the group, be responsible for leading, directing, and approving the work  
38 of other Fleet Service employees not exceeding a group totaling more  
39 than fifteen (15) other Fleet Service employees. Where more than five  
40 (5) Fleet Service employees are on duty on the same shift, one (1)  
41 shall be lead. In addition, a Lead may perform coordinating functions  
42 which will include coordinating the daily workload on the shift with those  
43 employees scheduled on duty for that shift. He will coordinate with a



1 manager or supervisor on coverage and overtime assignments.  
2 Assignment of overtime will be at the specific direction and be the sole  
3 responsibility of the supervisor or manager. These Leads will not  
4 perform management functions such as applying discipline or signing  
5 of timecards.  
6

7 L. Fleet Service

8 The work of Fleet Service shall include the cleaning and  
9 polishing of the interior of the aircraft, including the cabin, buffets,  
10 lavatories, and cockpit area. Cleaning and arranging, in the aircraft,  
11 passenger service equipment. In addition they may be assigned other  
12 general cleaning and preparation of passenger service items, including  
13 changing of seat covers and rug sections, servicing the aircraft lavatory  
14 and water systems. It is understood by the parties that for purposes of  
15 the NMB certification of this class and craft the word Fleet Service is  
16 synonymous with the word Cleaners.  
17

18 M. Technician Helper

19 The work of a Technician Helper shall include the washing,  
20 paint stripping, cleaning or polishing of the interior and/or exterior of an  
21 aircraft, aircraft parts, engine or engine parts, ramp, shop and hangar  
22 equipment and the performing of miscellaneous unskilled duties in and  
23 about shops, hangars, and buildings, and operating and servicing the  
24 equipment used in the performance of their work.  
25

26 N. Lead Janitor

27 As a working member of the group, shall be charged with  
28 the responsibility of leading, directing, and approving the work of  
29 other Janitors not exceeding a group totaling more than fifteen  
30 (15) other Janitors. Where more than five (5) Janitors are on duty  
31 and on the same shift, one (1) shall be lead.  
32

33 O. Janitor

34 The Company may, at its option, either utilize janitors or  
35 subcontract the function. At locations where the Company elects to  
36 hire Janitors such classifications will come under this Agreement. The  
37 Janitor work will consist of cleaning the inside and outside of buildings  
38 and hangars, hangar equipment, sweeping floors and other work  
39 generally performed by janitors.  
40

41 // P. 1. Supervisors and higher ranking officials of the  
42 Company shall not be permitted to perform work on an hourly rated job  
43 covered by this Agreement except in emergencies, instructing or

1 training of employees in accordance with Article 12. Directing work of  
2 employees is not considered to be work on an hourly rated job covered  
3 by this agreement. It is agreed that the servicing of late flights where  
4 qualified personnel are not available and the performance of necessary  
5 work caused by unusual circumstances in order to maintain flight  
6 schedules, or the protection of Company property against the elements  
7 may be considered an emergency. Each emergency will be reported in  
8 writing to the local union shop representative or local airline/area  
9 representative when there is no shop representative, upon receipt by  
10 the Company of a request in writing. The Company will respond in  
11 writing within twenty-four (24) hours of the written request, excluding  
12 Saturdays and Sundays.  
13

14 2. To avoid confusing or contradictory instructions,  
15 assignments or directives to employees, whenever a Lead is on duty,  
16 management personnel shall make every reasonable effort to work  
17 through the Lead and to keep him informed so that he will have full  
18 knowledge of the utilization of the crew.  
19

20 **Q.** All employees awarded a lead or lead inspector position who  
21 are being evaluated in accordance with the requirements described in  
22 Article 10, shall pass an applicable Lead test upon completion of the  
23 required Lead training course. The current Lead tests, as mutually  
24 agreed upon by the Union and the Company, shall be applicable to all  
25 Company locations. A minimum passing grade is 70%. Prior to  
26 implementation, any changes in the current test shall be agreed to by  
27 Aircraft Mechanics Fraternal Association.  
28

29 **R.** When a Lead bid is awarded by Central Bidding, a copy of the  
30 bid award will be sent to Maintenance training.  
31

32 **S.** Employees under this agreement may be cross-utilized in other  
33 classifications for which they are qualified provided they are paid their  
34 normal wage or the wage of the classification in which they are  
35 working, whichever is greater. (see Article 23.G.)  
36

37 **T.** It is understood by the parties that the word technician is  
38 synonymous with the word mechanic as used in all Company,  
39 governmental and manufacturer manuals, policies, documents and  
40 other materials.  
41

42 **U.** In addition to the duties and responsibilities contained in Article  
43 4, paragraphs A. through **Q.**, employees will also be responsible in

- 1 each classification as a portion of their regular duties for accomplishing
- 2 all aspects of hazardous material responsibilities for which they have
- 3 been properly trained.
- 4

1 **ARTICLE 5, HOURS OF SERVICE**

2  
3 A. Work Day

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

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

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

24  
25 B. Work Week

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

31  
32 2. A modified work week will consist of **a seven (7) day**  
33 **period with** four (4) consecutive ten (10) hour **work** days **and three (3)**  
34 **consecutive days off and shall commence with the first day of**  
35 **work following the scheduled days off.** //

36  
37 C. All Employees covered by this Agreement scheduled to work  
38 five (5) hours or more will be scheduled to have a meal period of not  
39 less than one-half (1/2) hour. The meal period will be scheduled to  
40 start within one (1) hour before and one (1) hour after the middle of the  
41 shift.

42  
43 1. Late Lunch

1 If because of the operation, the employee receives his  
2 lunch after the period as set forth above, he will be entitled to straight  
3 time pay, not to exceed thirty (30) minutes, for the late lunch period,  
4 and will be permitted to receive his full lunch period as soon as  
5 possible. The Company may direct the employee to leave work thirty  
6 (30) minutes early, without loss of pay, in lieu of pay for the lunch  
7 period.

8  
9 2. Missed Lunch

10 a. If because of the operation, an employee fails  
11 to receive his lunch period (missed lunch), he shall receive thirty (30)  
12 minutes straight time pay for his missed lunch and also receive pay for  
13 all hours worked (overtime if applicable). A graveyard shift employee  
14 who misses his lunch will receive the applicable rate of pay for all hours  
15 actually worked plus thirty (30) minutes straight time pay and thirty (30)  
16 minutes at time and one-half as compensation for the missed lunch.

17  
18 b. The Company may direct the employee to  
19 leave work one (1) hour early, without loss of pay, in lieu of pay for the  
20 missed lunch period. Or, the Company may direct the employee to  
21 leave work thirty (30) minutes early, without loss of pay, plus the  
22 employee will receive thirty (30) minutes straight time pay as  
23 compensation for the missed lunch.

24  
25 D. A bid location is any work area established by the Company  
26 wherein the employees perform a similar function (e.g., Hangar, Engine  
27 Build-up, Line Maintenance, etc.). All employees will be assigned a  
28 specific bid location.

29  
30 E. All employees under this Agreement shall be on fixed shifts  
31 and days off. Classification seniority shall be utilized for the selection of  
32 shifts and days off.

33  
34 F. For realignment of the work force due to changes in starting  
35 times, number of employees on a shift, or days off, the following  
36 procedure will apply:

37  
38 A notice of shift alignment shall be posted a minimum of  
39 fourteen (14) calendar days for the purpose of bidding in advance of  
40 any change of the number of employees on a shift; shift starting time of  
41 more than two (2) hours; or days off. All days off, shifts and starting  
42 times will be posted for the employees in the bid location as follows:  
43 The bulletin shall be posted a minimum of seven (7) calendar days

1 which will be utilized for bidding purposes, and the results of the  
2 bidding will be posted a minimum of seven (7) calendar days prior to  
3 placing the schedule into effect. If there are insufficient bidders to  
4 complete the required schedule, the junior employees in the bid  
5 location shall be assigned. The new schedule shall not be placed into  
6 effect and employees shall not be required to change days off or shifts  
7 without such notice. If fourteen (14) days notice of shift or days off  
8 change is given and this results in an employee working more than five  
9 (5) consecutive days or more than one (1) shift within a twenty-four (24)  
10 hour period, such excess days and/or shifts shall be paid at the straight  
11 time rate.  
12

13 G. 1. All shifts and days off will be re-bid as set forth in F.  
14 above at least every one hundred eighty-five (185) calendar days from  
15 the effective date of the last re-bid. No employee covered by this  
16 Agreement shall be denied the right to select his shift and days off  
17 except as otherwise provided for in this Article.  
18

19 2. If there is a shift realignment during the time of an  
20 employee's absence, it is the obligation of the employee to keep his  
21 manager/supervisor informed of his preference for shift and days off.  
22 Failure to do so will result in the employee, upon return, being assigned  
23 to a position (shift and days off) until the next shift realignment.  
24

25 3. All bidding provisions of these Paragraphs F. and G.  
26 apply only to days off and shifts and specifically do not provide for  
27 change in a bid location or filling of a vacancy.  
28

29 H. When employees realign as set forth in F. and G. above, the  
30 bidding may be restricted so that there is an even distribution of  
31 probationary employees on each shift, in a classification at a bid  
32 location, at a station, for the first sixty (60) calendar days during their  
33 probationary period. "Probationary" shall be defined as set forth in  
34 Article 9, Paragraph C.  
35

36 I. 1. The Company may, from time to time, establish or  
37 eliminate bid locations. The Union may request in writing, the  
38 reason(s) for changes in bid locations. The Company will respond in  
39 writing within three (3) days excluding Saturday, Sunday and holidays.  
40

41 2. Employees affected by the elimination of a bid location  
42 which does not result in a reduction of employees at the station, will be

1 permitted to exercise their seniority in accordance with Article 9,  
2 paragraph K.  
3

4 3. When a new bid location is established by the  
5 Company, the positions within it will be bulletined as set forth in Article  
6 10, Paragraph B. Only bids from employees at the new bid location's  
7 station and currently within the classification bulletined will be accepted  
8 unless there is an increase of positions within the classification at the  
9 station. If there is an increase, the increased position(s) will be  
10 available for bid system-wide.  
11

12 J. Shifts shall be defined as follows:  
13

	<u>Commencing Between</u>
14 First Shift	0500 - 1159 Local Time
15 Second Shift	1200 - 1929 Local Time
16 Third Shift	1930 - 0459 Local Time

17  
18

19 K. The starting time for shifts shall be established in accordance  
20 with the needs of the services at each bid location. There may be  
21 multiple starting times within a shift. A split shift may be scheduled  
22 when the workload at a line station is not sufficient to warrant more  
23 than one shift, yet does not fall within any eight consecutive hour  
24 periods.  
25

26 L. Except as may be provided in Paragraph K. above or Article  
27 7.D., no full-time employee will be called to work or required to report to  
28 work for less than eight (8) hours of work or pay therefore, except when  
29 recalled on overtime. All employees in the service of the Company will  
30 be provided with a minimum of forty (40) hours of work each week,  
31 except for part-time employees.  
32

33 M. Part-Time Employees  
34

35 1. Part-time employees can be utilized for overtime  
36 coverage.  
37

38 2. Part-time employees may be placed in permanent full  
39 time positions by preference bidding or may be assigned full time  
40 temporarily. Preference bids will be used to fill vacancies to and from  
41 full time and part time positions.  
42

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

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

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

11  
12           6. Part-time employees may be utilized as outlined below:

13  
14           a. Part time employees may be utilized in the  
15 classification of Fleet Service and below:

16  
17           b. For classifications above Fleet Service:

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

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

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

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

38  
39           7. No more than 30% of the employees on the system in  
40 each classification covered by this Agreement may be employed for  
41 less than forty (40) hours per week. A standard work week for part-  
42 time employees will consist of a seven (7) consecutive day period with



1 a minimum of two (2) consecutive days off. Part-time employees will  
2 be scheduled to work no less than sixteen (16) hours per week.  
3

4 8. Leads and part-time employees shall be included in the  
5 classification in determining the allowable number of part-time  
6 employees. The calculation shall be made using whole numbers only.  
7

8 9. Part time employees shall be compensated at the  
9 overtime rate of time and one-half (1-1/2) and double time (2X) rates of  
10 pay as follows:  
11

12 a. For calculating daily overtime, for employees  
13 scheduled eight (8) hours or less, the overtime rate of time and one-  
14 half (1-1/2) shall apply for the first four (4) hours of work performed in  
15 excess of eight (8) hours in any one twenty-four (24) hour period  
16 commencing with the scheduled starting time, either before or after  
17 regularly scheduled hours. The double time (2X) rate of pay shall apply  
18 for all hours worked in excess of twelve (12) hours.  
19

20 b. For calculating daily overtime, for employees  
21 scheduled more than eight (8) hours and up to ten (10) hours, the  
22 overtime rate of time and one-half (1-1/2) shall apply for all work  
23 performed in excess of ten (10) hours and up to fourteen (14) hours in  
24 any one twenty-four (24) hour period commencing with the scheduled  
25 starting time, either before or after regularly scheduled hours. The  
26 double time (2X) rate of pay shall apply for all hours worked in excess  
27 of fourteen (14) hours.  
28

29 10. In the event hours are worked in excess of the work  
30 day/week as a result of schedule bidding, M.9.a. and b. above shall not  
31 apply (see Article 5, paragraph F.).  
32

33 11. For calculating weekly overtime, part time employees  
34 working on their days off shall be paid at the time and one-half (1-1/2)  
35 rate for hours worked in excess of forty (40) regular hours within the  
36 work week. All hours worked on the seventh (7<sup>th</sup>) day worked shall be  
37 paid at the double time (2X) rate.  
38

39 N. The regular starting and stopping time for work shifts, days off,  
40 will be scheduled and posted at all locations. The notice will include  
41 the effective date of the last re-bid.  
42

1 O. All employees covered by this Agreement will be granted a ten  
2 (10) minute rest period during the first half of a work shift and a ten (10)  
3 minute rest period during the second half of a work shift without loss of  
4 time, for the purpose of relaxation. The time of the rest periods will be  
5 regularly scheduled insofar as possible and posted by the Company at  
6 all locations.

7  
8 P. The Company will have a trade day policy.

9  
10 Q. Relief Schedules and Relief Shift Schedules

11  
12 1. Relief Schedules:

13 a. In order to provide coverage for  
14 scheduled/planned or other extended absence, e.g. vacation, jury duty,  
15 etc., relief schedules may be created at the discretion of the Company.  
16 Employees bidding a relief schedule will bid a home shift and days off.  
17 Assignments to cover absences by such relief employees, where such  
18 assignments result in a change in days off or shift must be made at  
19 least seven (7) days in advance. Any employee working a relief  
20 schedule shall be paid the relief differential as outlined in Article 28.  
21 The advance notice to assign the relief employee to another shift/days  
22 off may be shortened by the consent of the relief employee.

23  
24 b. As stated in Article 28 for pay purposes, any  
25 employee who works a schedule with two (2) or more starting times in a  
26 work week will be considered to be working a relief schedule and will  
27 be entitled to the relief differential in Article 28.

28  
29 2. Relief Shift Schedules:

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

34  
35 **3. Geographical Relief Schedules:**

36 **The Company, at its discretion, may create geographical (defined**  
37 **here as multiple maintenance stations within 110 mile radius of**  
38 **each other) relief schedules in order to provide coverage for**  
39 **scheduled/planned or other extended absence, e.g. vacation, jury**  
40 **duty, etc. Employees bidding a geographical relief schedule will**  
41 **bid a home location, shift and days off. Assignments to cover**  
42 **absences by such geographical relief employees, where such**  
43 **assignments result in a change in days off or shift must be made**

1 **at least seven (7) days in advance. Any employee working a relief**  
2 **schedule shall be paid the relief differential as outlined in Article**  
3 **28. The advanced notice to assign the relief employee to another**  
4 **location/shift/days off may be shortened by the consent of the**  
5 **geographical relief employee.**  
6

7 R. Lead Relief Schedules (For Lead Technicians and above)

8  
9 1. Lead relief schedules may be created at the discretion  
10 of the Company. The Lead working the relief schedule will work in the  
11 role as a Lead only in those instances where a Lead is unavailable. In  
12 all other instances, the Lead will work in the basic classification as a  
13 working member of the group, unless otherwise assigned, however, he  
14 shall continue to receive Lead differential and retain and accrue Lead  
15 seniority. Where necessary, a Lead working a relief schedule will be  
16 assigned a schedule to cover for a Lead who is unavailable. //

17  
18 //

19  
20 // 2. Leads bidding relief schedules will bid a home shift and  
21 days off. // Assignments to cover for the absences of Leads on other  
22 shifts will be made at least seven (7) days in advance. The advanced  
23 notice to assign the relief Lead to another shift may be shortened with  
24 the consent of the relief Lead.  
25

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

39 T. Representatives' Freedom to Act

40  
41 1. Recognizing the importance of the role of the Airline  
42 Representative(s), or his official designee, in resolving problems or  
43 disputes between the Company and its employees, the Company

1 reaffirms its commitment to the active involvement of the Airline  
2 Representatives. The parties also recognize that the operation of the  
3 airline is of paramount importance, which may, when necessary, result  
4 in the need to reschedule meetings, investigations, and/or grievance  
5 processing.  
6

7         2. The Airline Representative will be provided with full  
8 time off with pay at any Local where there are two hundred (200) or  
9 more employees covered by this agreement and will be allocated  
10 available office space on Company property. At Locals with less than  
11 two hundred (200) employees covered by this Agreement, the Airline  
12 Representative time off will be based on need and shall not exceed  
13 eight (8) hours pay per week, for every fifty (50), employees to be  
14 arranged mutually with his supervisor. The Airline Representative's  
15 time off will be used to attend to Association/Company business.  
16 When not involved in representation activities, the Airline  
17 Representatives will work in their classification and bid location.  
18

19         3. Hours worked as the airline representative will be paid  
20 at the straight time rate up to forty (40) hours a week. However, the  
21 Airline Representative, or his designee, shall be allowed to flex his  
22 work schedule during the workweek with advanced notice to his  
23 supervisor.  
24

1 **ARTICLE 6, OVERTIME**

2  
3 A. Overtime

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

15 B. Double Time

16  
17 1. For employees assigned to eight (8) hour shifts, the  
18 rate of double time (2X) shall be paid for all time worked in excess of  
19 twelve (12) hours in any twenty-four (24) hour period. For double time  
20 (2X) purposes the twenty-four (24) hour period shall begin with the  
21 starting time of the employee's regularly assigned shift and shall  
22 continue until the employee has completed his tour of duty and had at  
23 least eight and one-half (8-1/2) consecutive hours of rest. For the  
24 purpose of achieving the eight and one-half (8-1/2) hour rest period, an  
25 employee's release or next reporting time may be altered by direction  
26 of the Company prior to the beginning of the rest period. However, he  
27 shall receive his regular pay starting with the beginning of his regular  
28 shift **as straight time hours worked for pay purposes.**  
29

30 2. For employees assigned to eight (8) hour shifts, the  
31 first scheduled day off worked shall be at overtime (time and one-half)  
32 for any hours in excess of forty (40) regular hours during the work week  
33 for the first eight (8) hours worked, at double time (2X) thereafter and  
34 the second day off worked shall be double time (2X).  
35

36 3. For employees assigned to ten (10) hour shifts,  
37 hours beyond fourteen (14) hours in any twenty-four (24) hour period  
38 will be paid at the double time (2X) rate. The first day off worked shall  
39 be paid at time and one-half (1-1/2) for all hours worked in excess of  
40 forty (40) regular hours within the work week. Hours worked in excess  
41 of ten (10) on the first day off worked shall be paid at the double time  
42 (2X) rate. All hours worked on the second and third days off worked  
43 shall be paid at the double time (2X) rate provided the employee has  
44 worked his first day off.  
45

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

5 C. Hours used in computing the forty (40) hour work week, other  
6 than straight time hours worked, include the following:  
7

- 8           1. Sick leave hours paid;
- 9           2. Vacation hours paid;
- 10          3. Holiday not worked hours paid; when holiday falls on  
11 employee's scheduled work day. Banked Holiday hours used on  
12 employee's scheduled work day.
- 13          4. Holiday hours worked;
- 14          5. OJI (As long as the employee has been released to duty  
15 and the doctor has cleared the employee to perform the overtime work  
16 [type of work and duration]).
- 17          6. Training hours paid; and
- 18          7. Union leave (hours paid by the Company later reimbursed  
19 by the Union.)

20           **8. Trade days off (trade days worked will not count)**  
21

22 D. On fixed shift operations, if as a result of a shift change by the  
23 Company, an employee does not receive eight and one-half (8 ½)  
24 hours of rest, the applicable overtime rate will apply until such rest is  
25 obtained, unless the employee changes shifts/days off and his seniority  
26 would have allowed him to remain on his existing shift, no overtime will  
27 apply. To obtain the eight and one-half (8 ½) hours rest the Company  
28 may adjust the employee's release or next reporting time. This  
29 paragraph does not apply to the schedule changes as set forth in  
30 Article 5.F.  
31

32 E. 1. When an employee covered by this Agreement has been  
33 relieved for the day and is recalled to work, he will be paid not less than  
34 two (2) hours pay at the applicable overtime rate, unless the employee  
35 agrees to work less than the two (2) hours.

36           2. When an employee covered by this Agreement works on  
37 one of his two regularly scheduled days off, he will be paid not less  
38 than five (5) hours pay at the overtime rate applicable unless the  
39 employee agrees to work less than the five (5) hours.  
40

41 F. 1. Employees held in continuous service for more than three  
42 and one-half (3-1/2) hours before or after their regular working hours,  
43 will then be allowed a thirty (30) minute paid lunch period.  
44

1           2. Employee(s) held in continuous service for more than four  
2 (4) hours after the first lunch period in F. 1. above, will be granted an  
3 additional paid lunch period of thirty (30) minutes and an additional  
4 lunch period of thirty (30) minutes for each succeeding four (4) hours.  
5

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

11 G. 1. a. For all classifications a standard list of all  
12 employees shall be maintained by classification seniority date, for each  
13 shift and bid location for the purpose of volunteering for overtime  
14 (example list attached). Overtime will be offered to qualified volunteers  
15 who have signed up for that day (pre-shift, post shift, regular day off  
16 [RDO] // **any available overtime [All]**) in the bid location, who have  
17 the ability to perform the work, by classification seniority. If an  
18 insufficient number of employees accept the overtime, the Company  
19 will award the overtime to the required number of employees from the  
20 employees on the volunteer list in reverse seniority. An employee may  
21 "sign up" or delete his "sign up" for any day any time, except that he  
22 may not remove his "sign up" if it is on the current list and he has been  
23 offered the overtime. If an employee would like to work his regular day  
24 off on another shift, he shall put his name on the bottom of that list.  
25

26 b. The Company will post the overtime sign up lists a minimum of  
27 fourteen (14) calendar days in advance. The Company will maintain a  
28 complete record of the overtime lists for at least thirty (30) days for  
29 review by the Association.  
30

31 //

32 // **2.** Overtime shall be offered/awarded as follows:  
33

34 a. Post-Shift:

35 Overtime work at the end of the shift anticipated to  
36 be four (4) hours or less shall be offered/awarded in accordance with  
37 paragraph // **G.1.** above to those volunteering at the bid location on that  
38 shift, or to the individual performing the actual work during the shift, if it  
39 is impractical to break the continuity of work.  
40

41 b. Pre-Shift:  
42

1 Overtime work prior to the beginning of a shift,  
2 anticipated to be four (4) hours or less, shall be offered/awarded in  
3 accordance with paragraph // **G.1.** above by call-in of the volunteers on  
4 that shift in the bid location required.

5  
6 c. Entire Shift:

7 Overtime for an entire shift, anticipated to be more  
8 than four (4) hours, shall be offered/awarded in accordance with  
9 paragraph // **G.1.** above to those employees on their day off who would  
10 normally work that shift. In the event none can be contacted, any  
11 qualified employee from another shift on their day off who is on the  
12 volunteer list for the shift requiring the overtime shall be  
13 offered/awarded the overtime by seniority. An employee from another  
14 shift may be bypassed if it would result in an insufficient rest situation.  
15 If the overtime is not filled, it may be offered/awarded in accordance  
16 with // **2.**a. and b. above.

17  
18 d. For shifts on which there are multiple start/end times,  
19 overtime will be offered/awarded in accordance with the order above to  
20 the employee who is available to work the overtime at the time  
21 required.

22  
23 e. An employee working a relief shift schedule, per  
24 Article 5.Q.2., will be eligible for regular day off (RDO) overtime  
25 opportunities based on the shift of his last scheduled day of work.

26  
27 **// 3. When the Company has the need to call an employee**  
28 **in on a regular day off (RDO), the Company will inform the**  
29 **employee of the hours anticipated to be worked.**

30  
31 4. When the Company is aware of a requirement for overtime  
32 two (2) or more hours before the end of a shift, employees should be  
33 given at least two (2) hours notice of the contemplated overtime. The  
34 Company will not offer or award any overtime more than seventy-two  
35 (72) hours ahead of the contemplated overtime.

36  
37 5. **a.** // Lead overtime will be offered to Leads signed up  
38 on the volunteer overtime list. If there are no Leads available to fill the  
39 **overtime need at** the // time and one-half (1-1/2) or double time (2x),  
40 or if no Leads **signs up on the** volunteer **list** //, the Lead schedule may  
41 be filled by upgrading the most senior qualified volunteer regularly  
42 scheduled for that shift. If no volunteers are available, the supervisor  
43 will assign a qualified person regularly scheduled for the shift.



1  
2 **b. Notwithstanding the above, in those instances**  
3 **where the lead requirement triggers are not met as outlined in**  
4 **Article 4, the Company may use its discretion in determining**  
5 **whether or not to call in lead overtime.**  
6

7 **c. In those instances where the Company does not**  
8 **call in lead overtime, employees in the base classification will not**  
9 **be required to perform lead duties as identified in Article 4.**  
10

11 6. In the event there are insufficient volunteers available to  
12 work the overtime, an emergency may be declared by the company.  
13 The term "emergency" as used in this paragraph means an unforeseen  
14 combination of circumstances or the resulting state that calls for  
15 immediate action. Such emergency shall be stated in writing prior to  
16 the employee beginning the overtime assignment, with a copy to the  
17 Airline Representative upon written request. The Company may assign  
18 any qualified employee to perform the work utilizing the order as set  
19 forth below in inverse seniority order:  
20

21  
22  
23 a. Holdover:

24 In the event of an emergency, employees on duty at  
25 the bid location may be held over and assigned overtime. In no event  
26 will this employee be assigned for more than eight (8) hours past the  
27 end of his shift. This eight (8) hour restriction will not apply in the event  
28 of weather disruptions or other extreme situations such as accidents or  
29 natural disasters.  
30

31 b. Call-in:

32 Overtime work prior to the beginning of a shift shall  
33 be assigned by call-in of the employees on that shift in the bid location  
34 required.  
35

36 c. Call-in on Day Off:

37 After utilizing ¶ G.5.a. ¶ above, and in the event  
38 additional overtime is required, overtime shall be assigned to those  
39 employees on their day off who would normally work that shift in the bid  
40 location required.  
41

42 7. In the event an employee is by-passed for overtime, he will  
43 be given the opportunity to work overtime, at the applicable rate of pay,

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

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

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

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

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

37  
38 2. When an employee performing aircraft related  
39 maintenance approaches a rest violation, as defined by FAR 121.377,  
40 he will advise his supervisor.  
41

1 **ARTICLE 7, HOLIDAYS**  
2

3 A. Employees covered by this Agreement will observe the  
4 following holidays on the actual day, or at the Company's option, on the  
5 day designated as such by the Federal Government: New Year's Day,  
6 Martin Luther King Day, President's Day, Memorial Day, Independence  
7 Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after  
8 Thanksgiving Day, and Christmas Day.  
9

10 B. Operational needs permitting; the Company will offer at least  
11 ten percent (10%) of the employees (on each shift, by classification, bid  
12 location) the holiday off where there are ten (10) or more employees.  
13 Where there are fewer than ten (10) employees as defined above,  
14 management will make every reasonable attempt to provide time off on  
15 the holidays. The employee count is based on employees actually  
16 scheduled to work on that day excluding employees absent due to  
17 vacation, leaves, etc. Any fractional points will be rounded down. The  
18 Company will no later than seven (7) calendar days in advance of a  
19 holiday, post a sign up sheet requesting volunteers who would like to  
20 have the holiday off. The sign up sheet shall remain posted for a  
21 minimum of three (3) calendar days. All volunteers selected to have the  
22 holiday off, shall be notified at least three (3) calendar days in advance.  
23 Selection shall be based on the employee's classification seniority  
24 commencing with those who would have worked on the shift and day  
25 were it not a holiday. If there are no volunteers, those not necessary to  
26 fulfill the needs will be assigned to have the day off starting with the  
27 employee(s) with the lowest seniority within the classification, bid  
28 location, and shift.  
29

30 C. 1. Full time employees will be compensated with eight (8)  
31 hours pay at the straight time rate for each day observed as a holiday.  
32 Any employee who works on a day observed as a holiday will be  
33 compensated at the double time and one half (2½) rate for all hours  
34 worked on the holiday, except when the work is immediately preceding  
35 or following a regular shift which is not on the holiday, in which case it  
36 shall be at the applicable overtime rate of pay.  
37

38 2. An employee working a ten (10) hour holiday shift shall  
39 be compensated at the double time and one half (2½) rate for all hours  
40 worked with a minimum of ten (10) hours, except as provided in  
41 paragraph D. A ten (10) hour shift employee, whose regular days off  
42 coincide with a holiday, will be paid eight (8) hours at their regular rate  
43 of pay. A ten (10) hour shift employee who is scheduled to work the

1 holiday, but not required, will be paid ten (10) hours at his regular rate  
2 of pay.  
3

4 3. Part-time employees observing the holiday shall  
5 receive the straight time rate for the hours they were scheduled to work  
6 on the holiday. If a holiday falls on a part-time employee's day off,  
7 such part-time employee shall be paid holiday pay at the straight time  
8 rate for the daily average number of hours the employee was  
9 scheduled to work during the week. To calculate this daily average, the  
10 employee's total scheduled hours during the workweek will be divided  
11 by five (5). Part-time employees who work on a day observed as a  
12 holiday will be compensated at the double time and one half (2½) rate  
13 for all hours worked on the holiday.  
14

15 //

16  
17 D. When an employee covered by this Agreement is called out to  
18 work on a holiday, he will be paid not less than four (4) hours pay at the  
19 applicable holiday rate unless the employee elects to work less than  
20 four (4) hours. Holiday work may be scheduled for less than four (4)  
21 hours but an employee may not be paid for less than four (4) hours  
22 work at the applicable holiday rate.  
23

24 E. A holiday which falls during an employee's vacation period will  
25 be compensated as a holiday. The employee's vacation credits will not  
26 be charged for the holiday, however, his vacation period will not be  
27 extended because of the reduced number of vacation days charged.  
28

29 F. Optional Banking of Holiday Hours:

30  
31 At the employee's option, they may elect to be paid for holidays  
32 as outlined in C. above or they may elect to bank hours as outlined  
33 below. Employees may:  
34

35 1. Elect to receive time and one half (1 ½) pay for their  
36 regularly scheduled hours worked on the holiday and bank the  
37 equivalent holiday hours; or  
38

39 2. Elect to bank holiday hours not worked in lieu of pay  
40 when the holiday falls on their regular day off.  
41

1           3.       An employee who works the holiday on their Regular  
2 Day Off (RDO) may elect to receive time and one-half (1 ½) pay for  
3 their scheduled hours worked and bank the equivalent holiday hours.  
4

5           a.       For example, an employee scheduled to work  
6 eight (8) hours on their RDO would be paid eight (8) hours time and  
7 one half (1 ½) pay and bank eight (8) hours, totaling the equivalent of  
8 double time and one-half (2 ½) pay.  
9

10          b.       For example, an employee scheduled to work  
11 ten (10) hours on their RDO would be paid ten (10) hours time and one  
12 half (1 ½) pay and bank ten (10) hours, totaling the equivalent of  
13 double time and one-half (2 ½) pay.  
14

15          4.       When a holiday falls on a regular workday and the  
16 employee is given the day off, he will be paid for the day and there  
17 shall be no hours banked.  
18

19          5.       Overtime hours worked in excess of the scheduled  
20 holiday shift (eight [8] or ten [10] hours) shall be paid at the holiday rate  
21 of pay.  
22

23 G.       The employee shall have the following options for use of  
24 banked holiday hours.  
25

26          1.       Take Day at a Time vacation (DAT) time, subject to  
27 management approval.  
28

29          2.       When the employee bids his vacation, he may elect to  
30 be paid for his banked holiday hours at the straight time rate.  
31

32          3.       With a seven (7) day written notice to his supervisor,  
33 the employee will be allowed to use a banked holiday to take his  
34 birthday as a paid day off. Any employee, whose birthday falls on  
35 February 29, may observe his birthday on February 28, except during  
36 the leap year.  
37

38          4.       Any unused-banked time as of the last pay period of  
39 the year will be added to the employee's vacation accrual **with the**  
40 **exception of employees that have not completed one year of**  
41 **service with the Company**, not to exceed the annual accrual in  
42 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  
4 engage in field or emergency work away from their base, they shall be  
5 paid for such work on the same basis as at their base station.  
6

7 2. When a field trip, **Charter/Irregular Maintenance Flight**  
8 **(CIMF)** or a special project situation arises at a station where Alaska  
9 Airlines Technicians are based, first consideration to perform the work  
10 shall be given to all qualified personnel at that station prior to awarding  
11 a field trip or special project. In the event of safety policy concerns,  
12 unavailability of local resources, manpower depletion and/or  
13 operational needs, the Company may go to other stations. Upon written  
14 request from the Airline Representative, or his designee in his absence,  
15 within seventy-two (72) hours of completion of the trip/project, the Local  
16 Manager, or his designee in his absence, shall give a written response  
17 within seventy-two (72) hours as to the reason(s) for utilizing personnel  
18 from other stations.  
19

20 B. Upon completion of a field or emergency work assignment an  
21 employee shall return to his home station in accordance with the orders  
22 received at the time he left his home station, or in accordance with the  
23 orders he received from the person to whom he was ordered to report  
24 in the field, and shall be compensated for the return trip in accordance  
25 with the provisions of paragraph A. above.  
26

27 C. All time spent in traveling or waiting in connection with field  
28 service will be paid at the applicable straight time and overtime rates of  
29 pay. If such travel is interrupted or delayed for any reason and the  
30 employee is released by an agent of the Company for a period of five  
31 (5) consecutive hours or more, he shall not be paid for the time  
32 released but in no event shall any employee receive less than eight (8)  
33 hours' pay at straight time rates for any twenty-four (24) hour period  
34 while away from his base station on emergency field service. When  
35 two (2) or more Technicians are assigned to a field service trip, the  
36 most senior qualified employee will be appointed as the point of contact  
37 and be paid a premium equal to a Lead if no Lead is available at the  
38 Station.  
39

40 D. Each employee covered by this Agreement shall receive, when  
41 away from his regular base on regular or special duty, actual and  
42 reasonable expenses as defined in Systems Regulations. The  
43 employee shall be entitled to draw an expense advance to be

1 accounted for in accordance with Company policy. The advance,  
2 however, is not to exceed the allowance for the estimated number of  
3 days he will be away from his home base. Employees will not be  
4 required to use their personal automobile for Company business.  
5

6 E. When an employee is away from his home station on a field  
7 assignment he shall be paid straight time and overtime in accordance  
8 with the provisions of this Agreement but in no event shall he receive  
9 less than eight (8) hours pay for each day; provided, however, that the  
10 Company may schedule him to take his regular day off without  
11 compensation except for the reasonable and necessary expenses  
12 provided for in this Article.  
13

14 F. An employee having completed a field assignment away from  
15 his base Station, beyond his regular shift, shall have at least eight (8)  
16 hours rest before being required to report for work. An employee  
17 having completed a field assignment shall not be paid less money,  
18 exclusive of expenses, than he would have received had he worked his  
19 regular shift at his home base. If on return from a multiple day field trip  
20 an employee has two (2) hours or less remaining in his shift, he shall  
21 be released from duty for the day with pay.  
22

23 G. When employees are required to engage in field or emergency  
24 work, their tool boxes, tools and luggage will be protected by the  
25 Company at a full dollar value against fire, theft or damage at base or  
26 bases or during shipment. The Company may require the valuation to  
27 be certified in advance of the employee departing.  
28

29 H. Employees traveling or waiting in pay status are prohibited  
30 from partaking of alcoholic beverages.  
31

32 I. Any employee covered by this Agreement required by properly  
33 designated Company authority to participate in test flights or to travel in  
34 connection with his job for all hours away from his base or station shall  
35 be covered by standard travel accident insurance policy with a death  
36 benefit of \$100,000 at no cost to the employee. The Group Insurance  
37 beneficiary will apply unless the employee designates a beneficiary in a  
38 letter to the Personnel Office.  
39

40 J. Field Trip **and Charter/Irregular Maintenance Flight (CIMF)**  
41 Procedures  
42

1 In the event a field trip is required to restore airplanes or  
2 equipment to service **or CIMF**, the responsible station Maintenance  
3 Manager or his designee will be contacted regarding specifics of a  
4 potential trip. Even though the actual selection of personnel may be  
5 delegated, it will be the Maintenance Manager's responsibility to ensure  
6 the process is conducted in accordance with the following procedures:  
7

8 1. General

9 a. Personnel desiring to be considered for field  
10 trips **or CIMF** must indicate their preference by signing up on // the  
11 **appropriate** volunteer list.  
12

13 b. The volunteer lists will be posted and  
14 maintained at each location. Technicians will have the option to add or  
15 delete their names at any time prior to the selection process.  
16

17 c. **Field Trip**-Personnel on a temporary upgrade  
18 to lead technician will be eligible for field trip considerations as a  
19 technician. Because of the need for operational continuity, personnel  
20 on a temporary upgrade to supervisor will not be eligible.  
21

22 d. **CIMF-Personnel on a temporary upgrade to**  
23 **supervisor will not be eligible.**  
24

25 e. Those employees who are on leave of  
26 absence, vacation, sick leave, jury duty, on the job injury/modified duty,  
27 military leave, **classroom** training, etc., will not be eligible for  
28 consideration for Field Trips **or CIMF**.  
29  
30  
31  
32

33 2. **Field Trip** Selection

34 a. Personnel will be selected by classification  
35 from the field trip volunteer list in order of classification seniority from  
36 the appropriate category of field trips as specified in each station's  
37 policy. A notice of any change in the station field trip policy will be  
38 given to the Local Airline Representative prior to that change going into  
39 effect. Personnel who are or will be present and working at least one  
40 (1) hour prior to the planned departure time for the field trip will be //  
41 eligible for the field trip **with priority given to the on-coming shift**  
42 **when two shifts will be eligible.**  
43



1  
2 b. When the field trip is at a remote location, or if  
3 there is no help available and the project is of a nature where more  
4 than one (1) person is required for safety purposes, at least two (2)  
5 people will be sent on the field trip.  
6

7 c. Personnel must be qualified on aircraft type  
8 and category of field trip (i.e., structures, avionics, engine change and  
9 A & P, etc.) **and** possess **the // required qualification(s)**.

10  
11 d. The // Station(s) supplying personnel for a field  
12 trip will be determined by the Company, considering geographical  
13 location and manpower availability.  
14

15 e. Current overtime status will not prohibit an  
16 employee from being selected.  
17

18 f. Acceptance of a field trip constitutes implied  
19 acknowledgment that the individual selected possesses the necessary  
20 skill(s). Personnel who volunteer and accept a trip are responsible for  
21 their own qualifications, and are responsible for the tools that are  
22 required for the task in question. Special tools will be supplied by the  
23 Company.  
24

25 g. Unless released by the Manager/Supervisor in  
26 charge, field trip assigned personnel will stay with the task until it is  
27 completed.  
28

29 h. Employees will maintain a neat and clean  
30 appearance when flying //. Dress code will be in accordance with the  
31 Pass Policy.  
32

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

43 **3. CIMF Selection**

1  
2 a. Personnel will be selected by classification from  
3 the CIMF volunteer list in order of classification seniority from the  
4 appropriate category of CIMF as specified in each station's policy.  
5 A notice of any change in the station CIMF policy will be given to  
6 the Local Airline Representative prior to that change going into  
7 effect.

8  
9 b. Personnel must be qualified on aircraft type and  
10 category of CIMF (i.e. avionics and A & P, etc.) and possess the  
11 required qualification(s).

12  
13 c. The Station(s) supplying personnel for a CIMF  
14 will be determined by the Company, considering geographical  
15 location and manpower availability.

16  
17 d. Overtime status at time of CIMF departure will  
18 not prohibit an employee from being selected.

19  
20 e. Acceptance of a CIMF constitutes implied  
21 acknowledgment that the individual selected possesses the  
22 necessary skill(s). Personnel who volunteer and accept a trip are  
23 responsible for their own qualifications, and are responsible for  
24 the tools that are required for the task in question. Special tools  
25 will be supplied by the Company.

26  
27 f. Unless released by the Manager/Supervisor in  
28 charge, CIMF assigned personnel will stay with the task until it is  
29 completed.

30  
31 g. Employees will maintain a neat and clean  
32 appearance when flying. Dress code will be in accordance with the  
33 Pass Policy.

34  
35 h. The supervisor will offer the assignment to  
36 employees on the volunteer list and if he does not have enough  
37 volunteers, he will then assign employees from the volunteer list  
38 in inverse classification seniority order. If no volunteers are on the  
39 list, the supervisor will assign the CIMF to the most junior  
40 qualified technician(s). Individuals may request that they not be  
41 assigned to a CIMF if such assignment will cause extraordinary  
42 hardship. The manager shall consider such requests on a case-

1 **by-case basis and will exercise managerial discretion in making**  
2 **the assignment.**

3  
4 K. Special Projects

5  
6 1. A Special Project is a major repair or modification  
7 within a station or bid location which requires specific skills and a  
8 dedicated crew to return an aircraft or equipment to service. The  
9 manager responsible for the project will determine when a Special  
10 Project crew will be assigned and is responsible for ensuring the  
11 selection process is conducted in accordance with the following  
12 procedure. During the selection process, the manager will brief the  
13 employee(s) of the nature and expected duration of the project.  
14

15 2. Personnel desiring to be considered for Special  
16 Projects must indicate their preference by signing on one (1) or more of  
17 the four (4) volunteer lists: Major Structures, Avionics, A & P Base and  
18 A & P Line. The volunteer lists will be posted and maintained in  
19 classification seniority order at each station. Technicians will have the  
20 option to add or delete their names at any time prior to the selection  
21 process.  
22

23 3. Selection:

24 a. Personnel must be on the Special Project volunteer  
25 list.  
26

27 b. Personnel must be qualified and possess the required  
28 skills to accomplish the task.  
29

30 c. Current overtime status will not prohibit an employee  
31 from being selected.  
32

33 d. Those employees who are on leave of absence,  
34 vacation, sick leave, jury duty, on the job injury/modified duty, military  
35 leave, training, etc., will not be eligible for consideration for Special  
36 Projects.  
37

38 e. In the event the Company determines that a special  
39 project can be performed within a bid location, selection for the special  
40 project will be offered within the bid location, by classification seniority,  
41 from the bid location in which the work normally would have been  
42 performed. When the Company determines a Special Project cannot be  
43

1 contained within a bid location, personnel will be selected by  
2 classification seniority in the order by type of project as stated below.  
3 The supervisor will offer the assignment to employees on the Special  
4 Project volunteer list and if he does not have enough volunteers, he will  
5 then assign employees from the Special Project volunteer list in inverse  
6 classification seniority order. In the event manpower depletion  
7 becomes unmanageable in a specific bid location, the Company may  
8 bypass the remaining volunteers on the list from that bid location and  
9 go to other bid locations or stations.

10  
11 Major Structures:

12 1) Sheet Metal - Base/Line/Shop (pooled together)  
13 2) All other qualified volunteers  
14 3) All other qualified volunteers from other stations per  
15 their field trip list.

16  
17 Avionics

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

21  
22 A & P Base

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

27  
28 A & P Line

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

33  
34 4. Once a dedicated crew has been assigned to a Special  
35 Project, all overtime related to that project will be handled within that  
36 dedicated crew first.

37  
38 5. Acceptance of a Special Project constitutes implied  
39 acknowledgment that the individual selected possesses the necessary  
40 skill(s). Personnel who volunteer and accept a Special Project are  
41 responsible for accurately advising the Company of their level of  
42 experience/qualifications.

1 **ARTICLE 9, SENIORITY**  
2

3 A. Company seniority of present employees will include total  
4 length of continuous service with the Company or any of its  
5 predecessor companies. Classification seniority shall be by work  
6 classification and shall accrue from the date of entering such  
7 classification after passing his probationary period as provided for in  
8 Article 9.C. or 10.D. The date of entering a classification shall be  
9 established as of the date the bid was awarded or the employee was  
10 hired and reported to work under this agreement. The work  
11 classifications to be recognized for seniority purposes shall be as  
12 ranked below:  
13

- 14 1. Lead/OJT Inspector
- 15 2. Inspector
- 16 3. Lead/OJT Technician (Aircraft, Machinist, Avionics,  
17 Facilities, Automotive)
- 18 4. Technician (Aircraft, Machinist, Avionics, Facilities,  
19 Automotive)
- 20 5. Lead/OJT Fleet Service
- 21 6. Fleet Service
- 22 7. Technician Helper
- 23 **8. Lead Janitor**
- 24 **// 9.** Janitor
- 25

26 B. Classification seniority system-wide shall be recognized at all  
27 points where persons hereunder are employed, in all reductions of  
28 force and recall after layoff, in bidding for vacancies or new jobs, for  
29 preference of shift assignment when a vacancy occurs and in all  
30 promotion, layoff, or transfers involving classification(s) covered by this  
31 agreement.  
32

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

40 2. If retained in the service of the Company after the  
41 probationary period, the names of such employees shall then be placed  
42 on the Seniority List in the order of the date of their original hiring. The  
43 date of hire will be the employee's first day of paid service. To decide

1 the position of two or more employees on the Seniority List, whose  
2 hiring date or date of entering a classification is the same, the following  
3 procedure will be used in sequence as outlined:  
4

- 5 a. Date of entering classification
  - 6 b. Hiring date
  - 7 c. Chronological age
- 8

9 3. Any employee who has had a break in service during  
10 his probationary period and who is re-employed within 365 days from  
11 the last day worked prior to his break in service will be credited with  
12 previous Company service in the classification and his seniority date  
13 will be adjusted by excluding the break in service time. All hours  
14 worked by a probationary employee in a temporary position will count  
15 towards completion of the probationary hours.  
16

17 D. Seniority lists, showing the classification and company seniority of  
18 all employees covered by this Agreement are made a part of this  
19 Agreement, corrected to December 1, April 1 and August 1 will be  
20 posted by January 1, May 1 and September 1 of each year, on the  
21 M&E website. The Company will supply the Seniority List to each  
22 Airline Representative and the AMFA Administrative Office  
23 electronically. The lists will be arranged and numbered in seniority  
24 order by classification and will show employee's name and seniority  
25 date and will be subject to correction upon protest, if complaint is filed  
26 within thirty (30) calendar days after the Local Contract Committee or  
27 Local designated Shop representative and the Company Supervisor  
28 have electronically received the seniority list. Protests shall be filed  
29 through the Local Contract Committee and directed to the Airline  
30 Representative and the Company Personnel Department. The Airline  
31 Representative and the Company shall meet within ten (10) calendar  
32 days of receipt of the protest resolve the protest and reply to the Local  
33 Contract Committee. If no protest is filed within the aforementioned  
34 thirty (30) calendar days, from the initial time the employee's name  
35 appears on a particular list, such list shall be presumed beyond  
36 question to be correct; and no protest, grievance suit, or other means  
37 shall thereafter be commenced or entertained to change said date for  
38 any employee unless a subsequent list alters his seniority date.  
39

40 E. 1. Employees promoted to positions within the Company  
41 not covered by the Agreement will retain and continue to accrue  
42 seniority in classifications from which promoted for a period of ninety  
43 (90) calendar days from the time of the promotion, during such time he

1 shall have the option of returning to his former position under the  
2 Agreement. After completion of the aforementioned ninety (90) day  
3 period, he shall retain former seniority for a period not to exceed // two  
4 **(2)** years on an accumulative basis. If during the aforementioned // two  
5 **(2)** year period, he is laid off as a management employee, he will be  
6 permitted to exercise his retained seniority to bid a vacancy, or to  
7 displace the most junior employee in the highest classification in which  
8 he holds seniority at the location from which promoted. After the // two  
9 **(2)** year period his name will be removed from all seniority lists.

10  
11 2. Employees who are selected to fill a temporary  
12 management position within the Company, not covered by this  
13 Agreement, will retain and continue to accrue seniority in classifications  
14 from which promoted for a period not to exceed ninety (90) days  
15 worked in such position(s) on a cumulative basis per calendar year.  
16 During such time, he shall have the option of returning to his former  
17 position under the Agreement without penalty or loss of seniority.  
18 While filling a temporary upgrade to a management position, such  
19 employee is not eligible for overtime under this Labor Agreement.

20  
21 3. However, after completion of the ninety (90) days as  
22 outlined in E.2. above, an employee selected for an additional upgrade  
23 to a temporary management position not covered by this Agreement,  
24 will retain but not accrue classification seniority. Classification seniority  
25 accrual will cease during this additional time spent in management for  
26 the remainder of the calendar year. **On a quarterly basis the**  
27 **Company will furnish the Airline Representatives a report of all**  
28 **days worked in accordance with E. 2. above.**

29  
30 F. Employees covered by this Agreement shall lose their seniority  
31 status and their names will be removed from the seniority list under the  
32 following conditions:

33  
34 1. He quits or resigns.

35  
36 2. He is discharged for cause.

37  
38 3. He is absent from work for two (2) consecutive work  
39 days without properly notifying the Company for the reason of his  
40 absence // unless a satisfactory reason is given for not // notifying the  
41 Company.  
42

1 4. He does not inform the Company in writing or  
2 electronic mail of his intention to return to service within seven (7)  
3 calendar days of receipt of notice offering actual or potential re-  
4 employment.

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

13  
14 6. All notices required to be sent under this section shall  
15 be sent by registered mail, return receipt requested, to the employee at  
16 the last address filed by him with the // **Company**; provided however,  
17 there shall be no duty on the part of the Company to send a notice to a  
18 laid off employee unless said employee shall, when laid off, file his  
19 address with the // **Company** and shall there-after promptly advise the  
20 Company of any change of address.

21  
22 G. Any employee holding seniority in classifications higher than  
23 his present classification and failing to bid on a // **posted** job in such  
24 higher classification for which he has previously qualified, shall lose all  
25 seniority in such classification, except, at no time shall an employee be  
26 compelled to bid on a vacancy at another station. The same shall  
27 apply if his bid is withdrawn prior to the bid award or failure to accept  
28 after the award. This provision may not apply for a period of six (6)  
29 months after an employee has been transferred to his present station if  
30 he receives an exemption from the local Airline Representative. The  
31 Airline Representative shall advise the Company in writing of such  
32 exemptions prior to the awarding of the bid. When an employee  
33 successfully bids from a higher classification to a lower classification,  
34 he shall lose his seniority in all classifications which are rated higher  
35 than the one to which he has successfully bid.

36  
37 H. Employees who have given long and faithful service in the  
38 employ of the Company and who have become unable to handle their  
39 normal assignments, may request to be given preference for such other  
40 available work as they are able to handle.



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

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

16 K. When it becomes necessary to reduce the number of  
17 employees in any classification covered by this Agreement, the  
18 Company will reduce the employees in that classification with the least  
19 seniority at the affected station in any given    bid location. Prior to a  
20 reduction in force of five (5) or more employees, or more than twenty  
21 percent (20%), at a station, the Company will meet with the Local  
22 Airline Representative(s) to discuss their plans. In the event of the lay  
23 off of employees who have completed their probationary period, two (2)  
24 calendar weeks' notice (or such longer period as may be required by  
25 law) shall be given by the Company, or pay in lieu thereof, with a copy  
26 of such notice furnished to the Local Airline Representative(s) and to  
27 the AMFA National Administrative Office. If employment is temporarily  
28 interrupted because of a strike or picketing of Company premises, an  
29 act of God, a national war emergency, revocation of the Company's  
30 operating certificate(s), or grounding of the carrier's aircraft by  
31 government order, the notice will not apply. The employee(s) affected  
32 by a reduction in force must within seven (7) calendar days give written  
33 notice on a furlough option sheet to the Company and the Union  
34 exercising his seniority in the following manner or his name shall be  
35 stricken from all seniority lists. Reference paragraph M.1  
36

37 1. He must displace the most junior employee in his  
38 current classification in any bid location at his station, or accept a  
39 vacancy in his current classification at his station.  
40

41 2. If unable to exercise his **current classification**  
42 seniority in his own station, he must further exercise his seniority by  
43 one of the options outlined below.

1  
2 a. Displace the most junior employee at any  
3 station in his current classification on the System. Employee(s) who  
4 have exercised their seniority by this paragraph will have first right of  
5 recall to the station from which they were furloughed.  
6

7 b. Displace the most junior employee in any  
8 classification in which he holds seniority at his station, or accept a  
9 vacancy in any classification he holds seniority in at his station.  
10

11 c. Provided the employee is unable to exercise  
12 seniority in b. above, he may displace the most junior employee // at  
13 any station in any classification in which he holds seniority or accept  
14 a vacancy in any classification in which he holds seniority. This  
15 option will entitle the employee to first right of recall to the station //  
16 from which he was furloughed.  
17

18 d. An employee may go on layoff status at the  
19 station where affected by a reduction in force, providing he has  
20 exercised seniority to fullest extent possible in any classification of  
21 technician or higher at his station. An employee who is unable to  
22 exercise seniority in a technician classification and holding seniority in  
23 a lower classification may elect to go on a layoff status rather than  
24 exercise seniority in a lower classification, in which event he shall lose  
25 severance pay and seniority in all classifications lower than that of  
26 technician.  
27

28 3. An employee electing options b. or c. above shall  
29 retain and accrue seniority in all classifications from which he was  
30 furloughed //, but will be required to bid and accept // a position, at  
31 his current station in any higher // classification he holds. //  
32

33 4. Employees given layoff notice and accepting a layoff at  
34 their station will be required to inform the Company and the Union in  
35 writing if they will accept re-employment of less than ninety (90)  
36 calendar days. An employee will be allowed to change his intentions  
37 with another letter mailed prior to the mailing date of the letter from the  
38 Company offering re-employment.  
39

40 5. Employees electing to exercise the above options will  
41 not be permitted to displace a junior employee at some later date.  
42

1           6. Employees **on layoff** // will continue to accrue seniority  
2 in all classifications from which laid off for up to two (2) years provided  
3 he abides by Paragraph 2 above and shall have recall rights for ten  
4 (10) years from the date of furlough, unless otherwise relinquished per  
5 this Article.  
6

7 L. In the event of the geographical relocation in whole or in part of  
8 any of the work performed by any of the employees covered by this  
9 Agreement, the employees affected will have the option of following the  
10 work or exercising their seniority rights as provided for in Paragraph K.  
11 above. **In the case of geographical relocation of work between**  
12 **maintenance stations within a 50 mile radius the employees in the**  
13 **affected station(s) will first be offered the opportunity to**  
14 **voluntarily follow the work in seniority order. If in the event an**  
15 **insufficient number voluntarily elect to follow the work, the**  
16 **remaining number will be selected in reverse seniority order and**  
17 **have the option of following the work or exercising their seniority**  
18 **rights as provided for in Paragraph K. above.** If, in the event of a  
19 geographical relocation, an insufficient number of people transfer to  
20 such jobs, the remaining vacancies will be filled in accordance with the  
21 Agreement.  
22

23 M. Recall of Laid off Employee(s) - **An employee on “layoff”, for**  
24 **the purpose of Article 9, is one who has been displaced from his**  
25 **station or classification and is not employed in any position**  
26 **covered by this Agreement.**  
27

28           1. At the time of furlough **notice**, the affected  
29 employee(s) will indicate on his furlough option sheet the stations to  
30 which he will accept recall. **A recall form must be filed by January**  
31 **15<sup>th</sup> of each year, pursuant to Article 9, in order to remain eligible**  
32 **for recall.** Subsequently, a preference bid pursuant to Article 10 may  
33 be utilized to identify additional stations to which he wishes to be  
34 recalled.  
35

36 Examples:

37 An employee on station layoff, who submits a preference bid and  
38 accepts recall to a station other than one indicated on his furlough  
39 option sheet/**recall form** will be removed from the recall list but will not  
40 be subject to the restrictions outlined in Article 10 I. In order to return to  
41 his original station he must submit a preference bid.  
42

1 An employee on station layoff, who submits a preference bid but  
2 declines recall to a station other than one indicated on his furlough  
3 option sheet/**recall form** will be subject to the restriction outlined in  
4 Article 10 A.1.  
5

6 2. An employee on lay off who fails to accept recall to a  
7 **selected** station // will lose his seniority and he will be considered to  
8 have resigned from the Company.  
9

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

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

31 //

32  
33 // 4. An employee who elects to take a station layoff in lieu  
34 of exercising his seniority to the fullest extent on the system, will be  
35 eligible to be awarded a vacancy according to his seniority. This  
36 employee does not have first recall rights.  
37

38 // 5. There will be no preference bids awarded at a station  
39 until all employees in that classification with first recall rights have  
40 either been returned or refused recall to that station. If an employee  
41 refuses recall he shall forfeit all of his recall rights.  
42

1           **6. If a new bid location or station is opened the**  
2 **Company will notify the Airline Representatives in writing prior to**  
3 **the posting of the bid.**  
4

5 N. Furloughed Employees Bidding Parameters - **An employee on**  
6 **“furlough” for the purpose of Article 9, is one who has been**  
7 **displaced from his station or classification but continues to be**  
8 **employed in another station or different classification covered by**  
9 **this Agreement.**

10  
11           1. A furloughed employee may preference bid to other bid  
12 locations at his station without losing his recall rights to his original  
13 station.  
14

15           2. An employee who has exercised his seniority rights to  
16 bid to any other station after the initial move caused by the furlough,  
17 will forfeit all recall rights to the original station from which he was  
18 furloughed.  
19

20           **3. An employee who has been furloughed and**  
21 **exercises his seniority to another station at the time of furlough**  
22 **will have first recall rights back to the station from which he was**  
23 **furloughed for a period of two (2) years in any classification in**  
24 **which he holds seniority.**

25  
26           //  
27

28           **4. An employee who has exercised his seniority to**  
29 **stay within his station at the time of furlough will not have first**  
30 **recall rights to the position from which he was furloughed.**

31  
32 O. An employee who has passed probation and transfers to  
33 another bargaining unit shall retain and continue to accrue seniority  
34 under this Agreement during his probationary period in the new  
35 position, provided he continues to pay dues to the Association. If the  
36 employee does not complete said probationary period for any reason,  
37 the employee shall be returned to his previous classification under this  
38 Labor Agreement if a vacancy exists for which he is qualified, without  
39 loss of seniority. If no vacancy exists, the employee will be placed on //  
40 **layoff** status and must place a preference bid on file. In order to claim  
41 this right of return, the employee must deliver a written notification of  
42 intent to return to the supervisor of his former bid location within  
43 fourteen (14) calendar days of either notice to the employee of failure

1 to pass probation or the employee's notice to the Company of his intent  
2 to resign from the new position. Successful completion of his  
3 probationary period shall be cause to remove the employee from the  
4 seniority lists covered by this Agreement.  
5

1 **ARTICLE 10, VACANCIES**  
2

3 A. Employees under this Agreement who desire to move to  
4 another station, bid location, or classification will place a preference bid  
5 on file with the Company. The employee may specify part-time, full-  
6 time, shift and days off. An employee filing a preference bid for a  
7 position in which he holds seniority is not required to list any  
8 qualifications. The preference bid may be submitted at any time to the  
9 local manager or his designee at which time the bid will be time/dated  
10 and shall become effective five (5) days after the time/date. When  
11 vacancies are posted (reference paragraph H) bids may be filed  
12 electronically by the closing date of the posting. Electronic bids will only  
13 remain active until the posted position is filled.  
14

15 1. Preference bids may be withdrawn at any time. The  
16 procedure for withdrawal will be in writing and effective immediately  
17 when submitted to the local manager or his designee, at which time the  
18 withdrawal will be time/dated. Employees with bids on file must renew  
19 them between January 1 and January 15 of each year to keep them  
20 valid. If an employee refuses to accept a preference bid award, he will  
21 not be awarded another preference bid for a period of six (6) months  
22 unless furloughed per Article 9K2.  
23

24 2. Preference bids shall be utilized for bidding station to  
25 station (e.g., Anchorage Technician to Seattle Technician, Anchorage  
26 Technician Helper to Seattle Technician Helper); within same station  
27 between classifications (e.g., Seattle Technician Helper to Seattle  
28 Technician); between bid locations within the same classification at the  
29 station (e.g., Seattle Hangar to Seattle Line); and from furlough to a  
30 vacancy. Preference bids will be used to fill vacancies to and from full  
31 time and part time positions. Movement between full time and part time  
32 positions within a bid location will also be allowed on a shift  
33 realignment. However, such movement will not require use of a  
34 preference bid. Preference bids shall not be used for bidding days off,  
35 shifts or starting times within a bid location.  
36

37 3. If an employee is not awarded an upgrade to a higher  
38 classification due to a lack of qualifications (not seniority), the company  
39 shall, within seven (7) days of the award, give the reason(s) in writing  
40 to the employee not receiving the award.  
41

42 4. Vacancies projected to be ninety (90) days or longer in  
43 the classifications covered by this Agreement shall be awarded to

1 those employees who have a valid preference bid on file for the  
2 vacancy.  
3

4 5. "Vacancy" for purpose of this Article 10 shall be  
5 defined as an open position established by the Company which  
6 resulted from either an employee leaving a bid location or an increase  
7 in the number of employees at a bid location.  
8

9 6. New employees may not submit preference bids during  
10 their probationary period.  
11

12 7. Preference bids shall be made out in triplicate, on a  
13 standard form supplied by the Company, signed by the employee, time-  
14 stamped and initialed by the receiving Company representative. The  
15 original of the preference bid and the duplicate will be retained by the  
16 Company, the triplicate retained by the employee. The employee may  
17 give a copy to his local Airline Representative. If the Union questions a  
18 bid award, it may review all preference bids on file for that position.  
19

20 8. No bid on file shall be altered in any way. Changes  
21 shall be made by submitting a new bid.  
22

23 9. If an employee is, on the same day, awarded two (2) or  
24 more awards by preference bid and accepts a vacancy and thereby  
25 rejects other bid awards, he will not be restricted from filing additional  
26 preference bids as set forth in A.1., above.  
27

28 10. Within ten (10) days, the Company shall post at each  
29 job location a notification showing the name and seniority date of the  
30 employee awarded the preference bid. The award shall remain posted  
31 for five (5) days.  
32

33 **11. The Company shall release the employee within**  
34 **thirty (30) days of the acceptance of the bid award, unless the**  
35 **original vacancy posting identified an effective date, or an**  
36 **alternative release date is mutually agreed to.**  
37

38 B. All vacancies in classifications covered by this Agreement at  
39 any new station, or classifications not currently utilized at a station,  
40 shall be bulletined at all stations where employees covered by this  
41 Agreement are employed. The bulletin shall state the number of  
42 vacancies to be filled, the classification of the job, the station, the  
43 qualifications for the job, duties to be performed, the place where bids



1 are to be sent, and the last date on which they will be submitted. Such  
2 date will be a minimum of seven (7) days after the bulletin is posted.  
3 Any employee selected to fill such a vacancy shall be available to begin  
4 the assignment within the maximum of ten (10) days after being  
5 released from his job. An employee may, at his option, utilize earned  
6 vacation (excluding Article 13, paragraph C.5. to defer loss of pay  
7 during the ten (10) days). Employees who are on vacation when a job  
8 is bulletined will be allowed to bid on the position within three (3) days  
9 after their return to work.

10  
11 C. Ability, plus classification seniority shall govern when filling  
12 vacancies. Employees, who have been awarded a bid and are subject  
13 to the provisions of D.1 below, will be notified in writing.

14  
15 D. 1. An employee who does not hold seniority in the  
16 classification or who does hold seniority but has not demonstrated his  
17 ability to perform the work on the present type of equipment or present  
18 methods of work will be permitted to hold the job for a minimum of 120  
19 hours worked and no more than 480 hours worked on a trial basis in  
20 order to demonstrate his ability to perform the work required by the job.  
21 During the trial period employees may be given written evaluations.  
22 Additionally, there will be a requirement for at least one written  
23 evaluation at the mid point of the trial period. Classification seniority  
24 shall not accrue for employees filling temporary vacancies pursuant to  
25 Article 10.G. During such period if the employee is unable to  
26 demonstrate his ability to perform the work required by the job, he may  
27 be returned to his previous assignment but he shall not, for a period of  
28 six (6) months be permitted to bid for a vacancy in the same or a higher  
29 classification of work in which he was unable to demonstrate his ability;  
30 provided, however, that the return to his former station shall be without  
31 expense to the Company except that the Company will furnish NRSA  
32 air transportation on its system for the employee and his immediate  
33 family to the extent permitted by law, and the employee will be allowed  
34 a reasonable period from the time he is relieved of his duties until he is  
35 required to report for work at this previous station established as  
36 aforementioned.

37  
38 2. A successful bidder entering into a classification,  
39 whose employment in that classification is interrupted because of  
40 reasons other than an inability to demonstrate the "ability to perform the  
41 work," as provided in paragraph D.1., will retain, but not continue to  
42 accrue this classification seniority for a period of eighteen (18) months.  
43 However, such seniority accrual will not be awarded until he has

1 successfully completed the accumulative 480 hours worked for this trial  
2 period, at which time his classification seniority will be adjusted to  
3 reflect all hours worked.  
4

5 E. During the interim required to fill a vacancy, the Company may  
6 select an employee to fill the vacancy temporarily. Employees  
7 temporarily transferred from their regular work to the work of any other  
8 classification covered by this Agreement shall receive their regular rate  
9 of pay or the minimum rate of the classification, whichever is higher, for  
10 performing such work.  
11

12 F. **1.** In the case of vacancies not expected to exceed ninety  
13 (90) calendar days or vacancies of less than ninety (90) calendar days  
14 when an employee will not accept recall as provided in Article 19.F.,  
15 the Company may select an employee to fill this vacancy on a  
16 temporary basis. The selection will be based on seniority and ability  
17 insofar as practical. At the end of ninety (90) calendar days the  
18 vacancy will be awarded in accordance with Paragraph A.4. above.  
19

20 **2. At un-staffed locations (Bid Locations or Stations),**  
21 **where the Company is considering creating vacancies, or**  
22 **temporary operational needs require the staffing of Technicians,**  
23 **the Company may select an employee, utilizing the preference**  
24 **bidding procedures, to work at that location on a temporary**  
25 **basis, not to exceed 180 days. The assignment to an un-staffed**  
26 **station will be posted for bid for the station or stations deemed**  
27 **able to support the coverage, and selection will be based on**  
28 **seniority and ability insofar as practical.**  
29

30 **3. At staffed locations, the Company may offer**  
31 **temporary duty (TDY) assignments to stations with temporary**  
32 **staffing needs on a voluntary basis. The assignment will not**  
33 **exceed thirty (30) calendar days. The Company may cover**  
34 **housing, per diem, and other expenses for the duration of the**  
35 **assignment, as defined in the posting of the TDY assignment. TDY**  
36 **assignments will be posted for bid for the station or stations**  
37 **deemed able to support the coverage, and selection will be based**  
38 **on seniority and ability insofar as practical.**  
39

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

- 1  
2 H. In the event a vacancy in a classification covered by this  
3 Agreement exists at any location on the Company's system, the  
4 Company will post the vacancy electronically. Employees under this  
5 agreement will be given a minimum of seven (7) days to bid on the  
6 position. If no qualified employee bids the company may hire a new  
7 employee or offer the position to any existing employee.  
8
- 9 I. When an employee has been transferred (not furloughed) or  
10 hired to fill a vacancy, he shall not be entitled to receive an award of a  
11 preference bid to a different station for a six (6) month period, unless  
12 he is bidding into a higher classification or a newly opened station.  
13
- 14 J. All preference bids will be awarded by using a centralized  
15 bidding procedure.  
16
- 17 K. Leads shall be selected from those employees who hold at least  
18 two (2) years basic classification seniority and who hold all of the  
19 applicable licenses as required by this Agreement or by law. Leads  
20 shall be selected by applying a combination of classification seniority  
21 and the employee's possession of the skills and qualifications  
22 necessary to direct and lead the members of the group in the following  
23 areas: technical skills, leadership skills, organizational and  
24 communication skills. However, in those instances where a preference  
25 bid is on file from one (1) or more employees holding Lead  
26 classification seniority, the vacancy will be awarded to the most senior  
27 of those bidders.  
28

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

15 C. Where a justifiable reason exists and requirements of the service  
16 will permit, an employee shall be granted a Leave of Absence in writing  
17 for a period not in excess of ninety (90) days. Under such Leaves the  
18 employee shall retain and continue to accrue seniority. Copies of the  
19 approval shall be forwarded to the Personnel Department and the  
20 Airline Representative of the Union. Such Leaves may be extended for  
21 additional periods not to exceed thirty (30) days when approved in  
22 writing by both the appropriate supervisor and the Airline  
23 Representative. During such extension the employee will retain, but  
24 not continue to accrue seniority except where the Leave of Absence  
25 has been granted because of health, injury, or special assignment by  
26 the Company, in which case seniority shall accrue during the entire  
27 period of the Leave. No Leave for sickness or injury may exceed a  
28 total continuous period of three (3) years. Military, Maternity and  
29 Medical Leave shall be excluded from the ninety (90) day limitation as  
30 set forth above.  
31

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

1 Agreement. Employees who are granted maternity leave shall retain  
2 but not accrue seniority for the period of her Leave in excess of ninety  
3 (90) days.  
4

5 E. When more than one employee requests Leave of Absence over  
6 the same period of time and the reasons for requesting the Leaves are  
7 similar, company seniority shall apply. Once granted, the leave of  
8 absence will not be rescinded due to a request by a more senior  
9 employee.  
10

11 F. The Company and the Union will abide by the Selective Service  
12 Act of 1950 as amended for any employees who serve in Active and  
13 Reserve Armed Forces.  
14

15 G. Employees elected to positions in the service of the Government  
16 of the United States or any political subdivision thereof, shall be  
17 granted an indefinite Leave of Absence by the Company. An employee  
18 on Leave of Absence for this purpose shall retain and continue to  
19 accrue seniority but shall have no other employee benefits. The  
20 employee will be compensated for any accrued vacation and will retain  
21 whatever sick and occupational injury leave he had at the time the  
22 Leave of Absence began. Thirty (30) days after the expiration of his  
23 term of Government office, the employee shall report to work or forfeit  
24 his seniority.  
25

26 H. Employees covered by this Agreement shall, upon returning from  
27 an authorized Leave of Absence or extension thereof, be returned to  
28 the bid location from which they left and to the position (shift and days  
29 off) they held at the time they left on Leave of Absence. If there is a  
30 shift realignment during the time of the employee's Leave of Absence,  
31 it is the obligation of the employee to keep his manager/supervisor  
32 informed of his preference for position(s). Failure to do so will result in  
33 the employee, upon return, being assigned to a position (shift and days  
34 off) until the next shift realignment.  
35

36 I. Any employee covered by this Agreement who engages in  
37 gainful employment while on Leave of Absence without prior written  
38 permission from the Company and Union, except employees on special  
39 assignments in the interests of the Company, shall be deemed to have  
40 resigned from the Company's service and his name will be stricken  
41 from the seniority roster.  
42

1 J. Employees who lose time due to being released from duty for  
2 authorized Association business will be paid for the time lost for which  
3 they had been scheduled to work and the Company will bill the  
4 Association for the time lost as a result of such release.  
5

6 1. Each month, the Company will supply AMFA with a list of  
7 employees who received wages and benefits, covered by this  
8 Agreement, during the previous month. In addition to the amount of  
9 reimbursement for wages, an additional payment in the amount of forty-  
10 five point two five percent (45.25%) shall be added for those fringe  
11 benefits accrued by the employee while on Association business.  
12

13 2. The employees on Association business will continue to  
14 receive and accrue all employee benefits at the same rate as if they  
15 were on the job. Benefits include sick leave accrual, vacation accrual,  
16 retirement, life/medical insurance, 401(k) and other applicable benefits,  
17 including seniority as well as pass privileges. Employees covered by  
18 this paragraph shall be considered active employees.  
19

20 3. Employees on the Association Negotiating Committee will  
21 be covered under this paragraph. While in negotiations, members of an  
22 Association Negotiating Committee will be on Association business.  
23 Employees covered under this paragraph J.3. will be considered on  
24 day shift with Saturdays and Sundays off during periods of actual  
25 negotiations or voting in conjunction with negotiations. Their work  
26 week will start and end at midnight between Friday and Saturday.  
27 However, if the negotiations are scheduled for more than thirty (30)  
28 days apart, the employee should return to his normal work schedule.  
29

30 4. Authorized Association business will be requested by the  
31 National Director or the Airline Representative through written  
32 notification to the Assistant Vice President of Labor Relations.  
33

34 5. Employees accepting full time employment with the Union  
35 as representatives of employees covered by this Agreement shall be  
36 granted Association business leave in accordance with this paragraph.  
37 Thirty (30) calendar days after termination of his employment with the  
38 Union, the employee shall report for work or forfeit his seniority.  
39

40 K. During periods of furlough, consideration will be given to requests  
41 for leaves of absence from senior employees, when granting such  
42 leaves will result in the retention of qualified junior employees.  
43

1 1. When it becomes necessary to reduce staff by  
2 furloughing employees, an employee with more company service  
3 who would not otherwise be furloughed may, at the Company's  
4 discretion, be granted a leave of absence of up to two (2) years to  
5 enable employees with less company service to work.  
6

7 2. Employees with more company service, accepting a  
8 leave in lieu of furlough (LILOF) under the circumstances  
9 described above, will // retain // limited on-line travel privileges as  
10 outlined in System Regulations. //  
11

12 3. Under such leaves the employee shall retain and  
13 continue to accrue seniority.  
14

15 4. Employees involuntarily furloughed and/or those on an  
16 approved LILOF, who would have subsequently been furloughed,  
17 are not eligible for this type of leave.  
18

19 5. LILOF may be granted upon written request and will be  
20 considered in seniority order. Copies of the approval shall be  
21 forwarded to the Personnel Department and to the appropriate  
22 Airline Representative of the Union.  
23

24 6. Employees covered by this Agreement shall, upon  
25 return from an authorized LILOF, be returned to the bid location  
26 from which they left and the position (shift and days off) they held  
27 at the time they left on said leave.  
28

29 7. If a shift realignment takes place while an employee is  
30 on an approved LILOF, it is the obligation of the employee to keep  
31 his manager/supervisor informed of his preference for position(s).  
32 Failure to do so will result in the employee, upon return, being  
33 assigned to a position (shift and days off) until the next  
34 realignment.

35 8. Employees covered by this Agreement shall be exempt  
36 from the provisions of Article 11.I above., and may seek any  
37 gainful employment during the leave. All other provisions of  
38 Article 11 will apply.  
39

1 **Article 12, Training**

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

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

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

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

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

28  
29 F. The following procedures will be used to select an OJT:

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

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

37  
38 a. Classification Seniority

39  
40 b. Qualifications

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

43



1           3. The OJT must have competently performed the work for  
2 which he is training. He shall have at least two (2) years of basic  
3 classification seniority. In the event there are no candidates meeting  
4 the two year minimum requirement or the candidate(s) that met the two  
5 year requirement did not meet the criteria for selection, then candidates  
6 meeting the following criteria will be considered.  
7

8           a. For aircraft maintenance, four (4) years of heavy  
9 transport maintenance experience.

10           b. For GSE, Facilities, and Fleet Service, four (4)  
11 years of applicable job experience.  
12

13           4. A trainer will be paid the training premium over and above  
14 his normal rate of pay.  
15

16           5. While performing the training duties, a trainer will continue to  
17 accrue seniority in his basic classification.  
18

19           G. If there are insufficient OJT trainers at the station or on the  
20 system willing to perform the training a management trainer may  
21 perform on the job training duties.  
22

23           H. If an employee is scheduled for training for one (1) week or  
24 more, his work week will be modified from his regular schedule. He will  
25 be notified of his training by management. For example, for a one (1)  
26 week class he will go to training Monday through Friday and have the **preceding**  
27 Saturday and Sunday off.  
28

29           I. The Company will make every reasonable effort to schedule  
30 employees for training within the employees normal work schedule.  
31 However, the employee can be scheduled to attend training off shift  
32 with a minimum of seven (7) days notice and out of the station with a  
33 minimum of fourteen (14) days notice. Once an employee is scheduled  
34 for training, they will be required to attend unless the training would  
35 cause an extraordinary hardship at that time. The manager shall work  
36 with the employee on rescheduling such requests on a case by case  
37 basis and will exercise managerial discretion in making the decision.  
38  
39  
40

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  
5 service with the Company under this Agreement on the basis of the  
6 scale set forth in "B" below. Vacation credits shall be accrued for each  
7 month of employment prorated on the basis of the number of straight  
8 time hours worked. No vacation credits may be earned in other ways  
9 except that the Company may, at its discretion, approve personal  
10 leaves of absence up to eighty (80) hours per month with accrual for  
11 those hours not worked. Vacation credits will be compensated for at  
12 the employee's base rate of pay.  
13

14 B. 1. On completion of one (1) year 6.67 hours  
15 On completion of four (4) years 10.0 hours  
16 On completion of ten (10) years 13.34hours  
17 On completion of eighteen (18) years 16.67 hours  
18 On completion of twenty-four (24) years 20.00 hours  
19

20 2. No vacation shall be accrued in any calendar month that  
21 an employee is on layoff, work stoppage, personal leave of absence,  
22 extended military leave or suspension for a period exceeding fifteen  
23 (15) calendar days. Vacation shall continue to be accrued for periods  
24 of up to ninety (90) consecutive calendar days when an employee is  
25 absent due to sick leave, workmen's compensation, medical leave of  
26 absence, union leave of absence and special leaves granted by the  
27 Company in cases of death, serious illness or emergency conditions  
28 within an employee's immediate family or in the special interest of the  
29 Company; further provide that such periods will be treated individually  
30 and shall not be accrued as a total in regard to the ninety (90) days  
31 limitations.  
32

33 3. Employees shall accrue no more than three (3) years  
34 annual vacation subject to the provisions of Paragraphs D.1. and D.2.  
35 of this article.  
36  
37

38 C. Vacation Scheduling/Bidding  
39

40 1. On October 1 of each year, employees will be notified of  
41 the amount of vacation they should be entitled to bid during the  
42 forthcoming calendar year, and all employees will bid for their vacation  
43 preference in weekly increments during the months of October and

1 November according to their Company seniority, by classification at  
2 each bid location, on each shift, at each station. The shift for bidding  
3 purposes will be determined based on the employee's shift on October  
4 1. Leads will bid vacation separately from the basic classification, and  
5 all Lead shifts will be bid together by bid location, at each station. **In**  
6 **locations with ten (10) or less employees, all classifications may**  
7 **be combined for bidding purposes.** An employee shall make his  
8 selection in person or by proxy according to his assigned appointment  
9 time, or he shall forfeit his right to select in turn and shall follow the last  
10 employee who has selected. Such appointments will be a two (2) hour  
11 period scheduled during their normal shift hours including days off. First  
12 round appointments will be posted at least seven (7) days in advance.  
13 Any subsequent round appointments will be made at the time of  
14 bidding. In each classification, if there are four (4) or less on a shift, all  
15 shifts may be combined for the bidding of vacation. Approved vacation  
16 selections will be posted at the various stations by December 21, and  
17 once posted a senior employee will not be permitted to take a vacation  
18 already assigned a junior employee. Ten (10) hour shift employees  
19 shall take their vacation in four (4) day increments and the employee  
20 shall be charged ten (10) hours for each vacation day paid.

21  
22 2. **a.** Vacation will be granted at time(s) most desired by  
23 employees, based on Company seniority by classification, but the right  
24 of allotment of any vacation period is reserved to the Company in order  
25 to insure the orderly operation of its business. For allotment purposes,  
26 no month or week within the year will be blocked from vacation  
27 selection.

28  
29 **b.** **When the total accrued vacation weeks to be bid**  
30 **as outlined in paragraph C.1 above exceeds full bid line(s)**  
31 **increments (52 weeks), the Company will open an additional full**  
32 **bid line (52 weeks) for vacation bidding. However, after the initial**  
33 **bid has closed, open weeks in the last line may be blocked, with**  
34 **exception of one week per month regardless if it is bid or vacant.**

35  
36 **c.** **Full line vacation weeks that were not bid as**  
37 **outlined in paragraph C.1. above will remain available, but must be**  
38 **bid in writing more than 14 days prior to the start of the vacation**  
39 **week. Fourteen (14) days or less prior to the start of an un-bid**  
40 **vacation week the time will only be available as DAT vacation per**  
41 **paragraph C.5.b. below.**

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

7  
8           4. An extra day will be added to an employee's vacation  
9 accrual if a paid holiday falls within his vacation period.

10  
11           5. a. Vacation shall commence with shift change closest  
12 to twelve (12) midnight // **on the first day of an employees scheduled**  
13 **work week as defined in Article 5.B.1 and B.2, which is closest to**  
14 **the beginning of the bid vacation week.** An employee may take any  
15 odd days of vacation he holds so that he may add his days off to the  
16 end of his vacation period.

17  
18           b. Employees may use day at a time vacation, subject  
19 to the approval of their supervisor. Requests for DAT vacation will be  
20 on a first-come, first-served basis, and no request may be made more  
21 than fourteen (14) calendar days in advance of the day requested. The  
22 supervisor shall notify the employee if he can have the day off no later  
23 than four (4) calendar days prior to the day requested unless mutual  
24 consent by both parties. If two (2) employees request the same day off  
25 on the same day, Company seniority shall govern.

26  
27           6. Employees will be allowed to donate earned vacation to  
28 another employee to use as paid time off for a catastrophic event  
29 subject to management approval.

30  
31 D. Cancellations

32  
33           1. If any employee changes shifts, bid locations or  
34 classifications, and his previous vacation period **can not be covered**  
35 **by a relief schedule employee and / or the** selection conflicts with the  
36 interest of the service in connection with his new position, he shall  
37 select a new vacation period or with Company approval place his  
38 vacation in accrual even though it may exceed the three (3) year limit.

39  
40           2. If a vacation period is cancelled, in writing by the  
41 Company, the employee may select an open vacation period which  
42 shall not be cancelable or may place his vacation in accrual even  
43 though it exceeds the three (3) year limit, however, it must be taken

1 prior to the end of the following calendar year. If a vacation period is  
2 cancelled in writing by the Company, at least two (2) weeks notice must  
3 be given, except in the case of an emergency as set forth in Article 4. //  
4 **P.1.** The employee must submit his time card(s) covering his vacation  
5 period at least two (2) weeks in advance of the start of the vacation  
6 period.  
7

8 3. Employees will, with Company approval, be allowed to  
9 cancel their vacation periods provided they give notice in writing to their  
10 supervisor at least fourteen (14) days prior to the beginning of their  
11 vacation period.  
12

13 4. When an employee vacates his vacation period as set forth  
14 in D.1., D.2., or D.3. above, employees in the same bid group,  
15 commencing with those junior to the employee vacating his vacation  
16 period and those transferring into the bid group subsequent to the  
17 original vacation bidding, will be allowed to bid for the vacated period,  
18 in order of Company seniority. A notice of the vacated period will be  
19 posted and employees must notify their supervisor of their desire for  
20 the vacated period within seven (7) days of the posting. If not selected  
21 within seven (7) days, it will be considered an open period available to  
22 the first employee who requests it within the bid group. Vacation  
23 periods which in turn are vacated by this procedure will become open  
24 periods.  
25

26 E. Employees shall receive, on the day prior to the commencement  
27 of their vacation, the pay which would normally be payable on paydays  
28 falling within the employee's vacation period provided that the  
29 employee make a written request fifteen (15) days prior to the  
30 commencement of his vacation.  
31

32 F. In the event of death of an employee who has completed twelve  
33 (12) months of service, payment will be made to his estate for all  
34 accrued vacation.  
35

36 G. At the time the employee is given a lay off notice, he or she may  
37 notify the Company, in writing, within seven (7) calendar days if he  
38 desires to receive his vacation pay. If no notice is given he will receive  
39 payment for accrued vacation at the first pay period occurring 90 days  
40 after the last day worked.  
41

42 H. Employees who are on **a** scheduled vacation **week, exclusive of**  
43 **RDO's**, are not eligible for overtime, field trips, **CIMF** or trades.  
44

1 **ARTICLE 14, SICK LEAVE**

2  
3 A. Accrual

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

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

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

28  
29 4. On October 1, when vacation accrual is posted, the amount  
30 of sick leave accrued shall also be posted.

31  
32 B. Sick Leave Pay

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

42  
43 2. All sick leave time granted shall be considered the same as  
44 time worked for the purpose of overtime pay.

1  
2 3. Employees will request payment for sick leave or injury in  
3 writing on a form provided by the Company. Sick leave with pay will be  
4 granted only in case of actual sickness or injury. No paid sick leave will  
5 be granted for injury or sickness resulting from attempted suicide and  
6 the use of alcoholic beverages (except for a Chemical Dependency  
7 Program).

8  
9 4. Routine dental and physical examinations will not be  
10 considered a basis for paid sick leave. However, one (1) day per  
11 twelve (12) month period will be granted for an annual physical  
12 examination, provided the employee substantiates the usage with a  
13 doctor's slip, and has given at least five (5) days advance notice to his  
14 immediate supervisor. Annual physical examination time off will be  
15 granted subject to the needs of the operation. Routine dental  
16 examinations mean checkups, cleanings, fillings, x-rays, etc.  
17 Emergency dental needs shall be considered for paid sick leave.  
18 Urgent and/or emergency dental treatment which results in the  
19 employee being impaired and unable to return to work and perform the  
20 duties of his job will be considered non-routine and eligible for paid sick  
21 leave.

22  
23 5. Only days absent due illness of the employee shall be paid  
24 for from such allowed sick leave, except that sick leave of up to forty  
25 (40) hours in each calendar year will be allowed an employee due to  
26 serious illness or hospitalization of his or her spouse or dependent child  
27 where he can show that such leave is necessary. Serious illness shall  
28 be defined as those situations where the spouse or dependent child is  
29 medically incapacitated and shall be considered to mean time for the  
30 employee to care for the spouse or dependent child. The Company  
31 may require verification in writing of such incapacitation. The four (4)  
32 days in each year for children may be expanded by Company policy or  
33 law. (For current information on Company policy, please contact  
34 Employee Benefits-SEAHB.)

35  
36 C. Sick Leave Reporting

37  
38 1. Employees shall report to their supervisor that they are ill  
39 and unable to work at least two (2) hours prior to the start of their shift,  
40 if at all possible (i.e. employee injured on way to work, unable to  
41 communicate).

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

4  
5           a. An employee has any single absence of (3) three  
6 days or more.

7  
8           b. An employee has more than six (6) absences in a  
9 (12) twelve month period. (One [1] absence is defined as one [1] or  
10 more consecutive days of illness or injury.)

11  
12           c. At any time the facts and circumstances surrounding  
13 a sick call or an attendance record indicates abuse of sick leave.

14  
15           The employer's written notice of the requirement for a  
16 written doctor's verification must be on an individual basis prior to  
17 further paid sick leave. A doctor's verification for an illness or injury  
18 shall be accepted as justification for sick leave pay.

19  
20           3. The Company shall have the privilege of investigating the  
21 circumstances of any absence due to illness or injury. Any fraudulent  
22 absence shall be cause for discipline up to and including dismissal.  
23 Any employee remaining at his residence or a hospital during the  
24 period shall be deemed to be sick unless found otherwise by registered  
25 medical personnel.

26  
27 D. Occupational Injury Leave

28  
29           1. Each employee covered by this Agreement shall, on an  
30 annual non-cumulative basis, be awarded occupational injury leave to  
31 be utilized in the event of absence due to occupational injury or illness  
32 during that calendar year. Full time employees shall receive one  
33 hundred twenty (120) hours and part time employees shall receive  
34 eighty (80) hours of occupational injury leave (OJI) per calendar year.

35  
36           2. The leave shall be expended on the basis of one hourly  
37 increments for time absent from work and shall compensate the  
38 individual for the difference between Workers' Compensation and  
39 regular straight time rate (including licenses and longevity, but  
40 excluding overtime).

41  
42           3. After the exhaustion of said leave, an employee may utilize  
43 accumulated sick leave on a prorated basis.



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

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

G. Employees will be allowed to use forty (40) hours sick leave with pay or, for part time employees, the number of hours in their current scheduled work week, when it is necessary for the employee to be absent due to a death in the immediate family. Immediate family shall be defined as father, stepfather, mother, stepmother, spouse, sister, brother, child, stepchild, grandparents, 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  
4 same transportation privileges on the Company system as may be  
5 established by Company regulations for all personnel. The service  
6 charge will be the same as for other employees of Alaska Airlines.  
7

8 2. All AMFA employees that are qualified to ride jump seat  
9 shall have jump seat authorization in accordance with applicable laws  
10 and regulations.  
11

12 B. The Airline Representative and National Officers of the Union will  
13 be furnished with free annual positive space over the Company's  
14 system during their term of office for use when needed in connection  
15 with Union business related to this Agreement. The Local Executive  
16 Councils of the Union will be furnished with space available  
17 transportation. Employees officially representing the Union as a  
18 member of the contract negotiating committee shall receive on-line,  
19 company business, positive space (without displacing a revenue  
20 passenger), service charge waived passes for the purpose of traveling  
21 to and from negotiating sessions.  
22

23 C. 1. Employees transferring to another location at their own  
24 request due to bidding or exercise of seniority shall be provided with  
25 service charge waived, space available transportation for self and  
26 family.  
27

28 a. Employees bidding to another station shall be  
29 provided with on-line, space available transportation of personal effects  
30 up to 10,000 pounds at no cost to the employee.  
31

32 b. Employees transferring to another station to avoid  
33 lay off resulting from a reduction in force shall be provided with on-line  
34 space available transportation of personal effects up to 10,000 pounds  
35 at no cost to the employee.  
36

37 c. All shipments under either a. or b. above shall be  
38 limited to size by the type of aircraft normally operated between the two  
39 locations and shall be on an airport to airport basis. All other expenses  
40 shall be borne by the employee.  
41

42 2. Employees will be allowed a reasonable period, not to  
43 exceed ten (10) working days, between the time they are relieved of

1 their duties until they are required to report at the new location. Such  
2 period shall be without pay and shall be established in advance and be  
3 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  
4 all disputes or grievances which may arise under this Agreement or  
5 between the parties, the following procedure shall be followed:  
6

7 1. The Association will be represented by not more than one  
8 (1) properly designated Shop Representative in each department or  
9 shop at each point on the system on each shift where necessary.  
10

11 2. The Association will be further represented at each point  
12 where a Local exists by an Airline Contract Committee, consisting of  
13 the Airline Representative and two (2) members elected by the local  
14 membership. This committee will deal with officials of the Company.  
15

16 3. The Company will designate a representative at each  
17 location where persons covered by this Agreement are employed who  
18 is empowered to settle all local grievances.  
19

20 4. The Association and Company, will, at all times, keep the  
21 other party advised through written notice of any change in authorized  
22 representatives.  
23

24 5. The Airline Representative(s) of the Association or his  
25 designee shall be permitted at any time, to enter shops and facilities of  
26 the Company for the purpose of investigating grievances and disputes  
27 arising under this Agreement after contacting the Company supervisor  
28 in charge and advising him of the purpose of his visit. Such visits shall  
29 not be used to call meetings during work periods that interfere with  
30 routine production of employee.  
31

32 B. For the presentation and adjustment of disputes or grievances  
33 not involving discipline (covered by Paragraph C. of this Article) or  
34 discharge of employees, the following procedures will apply.  
35

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

40 Step 1: Any employee or employees having a complaint or  
41 grievance in connection with the terms of this Agreement shall within  
42 fourteen (14) calendar days of the occurrence, or fourteen (14)  
43 calendar days of reasonable first knowledge thereof, present his claim

1 or grievance to his Shop Representative and the employee's manager,  
2 or in his absence a designee, on a standard grievance form. The Shop  
3 Representative and manager, or in his absence a designee, shall meet  
4 within seven (7) calendar days from the day the manager, or designee,  
5 receives the grievance, and every effort shall be made to arrive at a  
6 satisfactory adjustment of same. The manager or designee will give  
7 his decision in writing to the Shop Representative and Grievant, with a  
8 copy to the Airline Representative, within five (5) business (Monday-  
9 Friday, exclusive of holidays) days after the meeting.

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

20  
21 C. In the case of action involving discharge, suspension, or  
22 discipline to the extent of loss of pay, the following procedure shall  
23 apply:  
24

25 1. No employee who has completed his probationary period  
26 will be disciplined to the extent of loss of pay, suspended or discharged  
27 without first being advised of the charges and extent of discipline, in  
28 writing with a copy to the Airline Representative within fourteen (14)  
29 calendar days of the alleged incident or fourteen (14) calendar days of  
30 reasonable first knowledge of the incident. The fourteen (14) calendar  
31 days does not include days in which the employee is not available due  
32 to vacation, Workers' Compensation time off, leave of absence,  
33 sickness, etc. Not later than five (5) business days after receipt of the  
34 above notice, the employee may request a hearing and such hearing  
35 will be conducted not later than five (5) business days after the  
36 employee's request. The employee may be represented at such  
37 hearing by the Airline Contract Committee and/or the Airline  
38 Representative. The Company representative conducting such hearing  
39 shall not be the person preferring the charges. Oral and written  
40 evidence may be introduced at such investigations and hearings and  
41 witnesses may be required to testify under oath. In case of a hearing  
42 involving an employee's past record, the employee and the Association  
43 may examine the employee's personnel record prior to such hearing.

1 During the above procedure the employee may be held out of service  
2 pending the decision of the hearing. With the exception of  
3 investigations of potential unlawful activity (for example, theft,  
4 intoxication, fighting, etc.) or situations that pose a threat to the safety  
5 of the workplace, an employee held out of service by the Company will  
6 be withheld without loss of pay pending completion of the hearing.  
7

8 2. Within five (5) business days after the close of such  
9 hearing, the Company shall render its decision in writing and shall  
10 furnish the employee and his accredited Airline Representative a copy  
11 thereof. If the decision reached as a result of the hearing is not  
12 satisfactory or if the decision is not forthcoming within the five (5)  
13 business day period, the case may then be appealed to the System  
14 Board of Adjustment for determination as provided in Article 17.  
15

16 3. If, as a result of any investigation, hearing or appeals, it is  
17 found the suspension or discharge was not justified, the employee shall  
18 be reinstated without loss of seniority and made whole for any loss of  
19 pay he suffered by reason of his suspension or discharge and his  
20 personnel records shall be corrected and cleared of such charge. If the  
21 decision rendered by the hearing results in the removal of the  
22 employee from the payroll such removal shall begin immediately after  
23 the decision. The time an employee may have been held out of service  
24 prior to the decision will be considered as part of the discipline. In  
25 determining the amount of back wages due an employee who is  
26 reinstated as a result of the procedures outlined in this Agreement, the  
27 maximum liability of the Company shall be limited to the amount of  
28 normal wages he would have earned at straight time pay in the service  
29 of the Company had he not been discharged or suspended.  
30

31 D. If any dispute is settled in any of the steps as outlined in  
32 Paragraphs B. or C. above, the Association shall so advise the  
33 Company, in writing, within five (5) business days of the receipt of said  
34 decision.  
35

36 E. When it is mutually agreed that a stenographic report is to be  
37 taken by a public stenographer of any investigation or hearing provided  
38 for in this Agreement the cost will be borne equally by both parties to  
39 the dispute. When it is not mutually agreed that a stenographic report  
40 of the proceedings be taken by a public stenographer, the stenographic  
41 record of any such investigation or hearing may be taken by either of  
42 the parties to the dispute. A copy of such stenographic record will be  
43 furnished to the other party to the dispute upon request at pro rata cost.

1 The cost of any additional copies requested by either party shall be  
2 borne by the party requesting them whether the stenographic record is  
3 taken by mutual agreement or otherwise.

4  
5 F. The time limits set forth in this Article may be extended by mutual  
6 agreement.

7  
8 G. Non-compliance with the time limits set forth in the grievance  
9 procedure as outlined shall result in the granting of the grievance, if by  
10 the Company, and the denial of the grievance if by the Association or  
11 the aggrieved.

12  
13 H. Shop Representatives and local Airline Contract Committeemen  
14 will be permitted after reporting to their supervisor, a reasonable  
15 amount of time during working hours to investigate or present  
16 grievances without loss of pay. In the event it is necessary to go to  
17 another shop they will report in with the supervisor of the other shop.

18  
19 I. Necessary hearings and investigations called by the Company  
20 shall, insofar as possible, be conducted during regular business hours  
21 and all Shop Representatives, local Airline Contract Committeemen  
22 and witnesses necessary for a proper hearing or investigation will be  
23 compensated at straight time rate for all time spent attending such  
24 hearing or investigation.

25  
26 J. Disciplinary letters not involving a suspension in an employee's  
27 personnel file will be removed from the personnel file and will not be  
28 utilized for the basis of further disciplinary action if there have been no  
29 further discipline letters within one (1) year. All letters of discipline in  
30 an employee's personnel file will become null and void and removed  
31 from the personnel file if a two (2) year period has passed during which  
32 the employee receives no additional disciplinary letters.

33  
34 K. No employee will be discharged, suspended or disciplined  
35 without just cause.

36  
37 L. 1. Rejected offers made by the Company or the  
38 Association for settlement of employee complaints and grievances will  
39 be of no value and will be inadmissible in any grievance or System  
40 Board of Adjustment hearing.

41  
42 2. Settlements of complaints and grievances will not,  
43 unless expressly so stated in writing and approved by the Aircraft

1 Mechanics Fraternal Association and the Company, be of any value in  
2 the interpretation of this Agreement, nor will they set or be of any value  
3 as precedent for the handling of other similar matters, and they will be  
4 without prejudice to either the position of the Company or the  
5 Association on the issues raised.

6  
7 3. This paragraph L., shall not apply to System Board  
8 decisions.



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

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

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

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

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

31  
32 E. All disputes properly referred by the Association to the Board  
33 for consideration shall be filed with the Company's Vice President in  
34 charge of Labor Relations by a Notice of Appeal which must be  
35 postmarked within thirty (30) days after final decision in the last step of  
36 the grievance procedure set forth in Article 16. A copy of the  
37 submission as defined below will be included with the notice of appeal  
38 sent to the Company's Vice President in charge of Labor Relations. All  
39 disputes properly referred by the Company to the Board for  
40 consideration shall be filed with the Aircraft Mechanics Fraternal  
41 Association Airline Representative of the Local by a Notice of  
42 Submission which must be postmarked within thirty (30) days after the  
43 Vice President in charge of Labor Relations knew or should reasonably

1 have been expected to know of the cause giving rise to the dispute. At  
2 the time of the Three (3) Person Board hearing, the party referring the  
3 dispute will submit to the Board a statement of the case which shall  
4 include:

- 5
- 6 1. Question or questions at issue.
- 7 2. Statement of facts.
- 8 3. Position of employee or employees and relief  
9 requested.
- 10 4. Position of Company and/or Association.
- 11

12 F. Employees covered by this Agreement may be represented at  
13 Board hearings by such person or persons as they may choose and  
14 designate, in conformance with the constitution of the Association. The  
15 Company may be represented by such person or persons as they may  
16 choose and designate. Evidence may be presented either orally or in  
17 writing, or both.

18

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

23

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

33

34 2. The neutral member of the Board shall preside at  
35 meetings and hearings of the Three (3) Person Board. It shall be the  
36 responsibility of the neutral to guide the parties in the presentation of  
37 testimony, exhibits and argument at hearings to the end that a fair,  
38 prompt and orderly hearing to the dispute is afforded. The Board shall  
39 meet in the city where the general offices of Alaska Airlines are  
40 maintained unless a different place of meeting is agreed upon by the  
41 Board and the parties.

42

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

10                    b.     // **The** parties will maintain a mutually agreed  
11 upon panel of // **seven** (// **7**) arbitrators from which the neutral member  
12 will be selected. **In the event this number is deemed insufficient to**  
13 **satisfy the requirements in H.1. above, the parties shall meet and**  
14 **select additional panel members.**  
15

16           4.     The selection of a neutral shall be by alternately  
17 striking nominees from the panel. The initial strike shall be determined  
18 by flipping a coin. If the neutral thus chosen is not available during the  
19 120-day period set forth in H. above, the neutral next below him on the  
20 list shall be contacted, in turn, until an available neutral is secured  
21 (bottom rotates to top). If no neutral is available in the 120-day period,  
22 the first available shall be selected.  
23

24           5.     Upon the selection or the appointment of a neutral  
25 member, the appealing party shall forward a copy of the submission to  
26 the neutral member. All subsequent documents to be filed with the  
27 Board shall be addressed to all three (3) members of the Board.  
28

29           6.     No matter shall be considered by the Board which has  
30 not first been fully processed in accordance with the grievance and  
31 appeal provisions of this Agreement.  
32

33           I.     Nothing herein shall be construed to limit, restrict or abridge the  
34 rights or privileges accorded either to the employees or to the  
35 Company, or to their duly accredited representatives, under the  
36 provision of the Railway Labor Act, as amended.  
37

38           J.     The Board shall maintain a complete record of all matters  
39 submitted to it for its consideration and of all findings and decisions  
40 made by it.  
41  
42

- 1 K. Each of the parties hereto will assume the compensation, travel  
2 expense and other expenses of the Board members selected by it.  
3
- 4 L. Each of the parties hereto will assume the compensation, travel  
5 expense and other expenses of the witnesses called or summoned by  
6 it. Witnesses who are employees of the Company shall receive  
7 positive space transportation over the lines of the Company from the  
8 point of duty or assignment to the point at which they must appear as  
9 witnesses and return, to the extent permitted by law.  
10
- 11 M. The Company Board member and the Association Board  
12 member, acting jointly, shall have the authority to call witnesses and to  
13 incur such other expenses as in their judgment may be deemed  
14 necessary for the proper conduct of the business of the Board, and  
15 such expense shall be borne one-half (1/2) by each of the parties hereto.  
16 Board members who are employees of the Company shall be granted  
17 necessary time for the performance of their duties as Board members.  
18 Board members shall be furnished positive space transportation over  
19 the lines of the Company for the purpose of attending meetings of the  
20 Board, to the extent permitted by law.  
21
- 22 N. It is understood and agreed that each Board member shall be  
23 free to discharge his duty in an independent manner, without fear that  
24 his individual relations with the Company or with the Association may  
25 be affected in any manner by any action taken by him in good faith in  
26 his capacity as a Board member.  
27
- 28 O. Either party may withdraw a grievance at any time, and this  
29 shall not set a precedent on the merits of grievances filed in the future  
30 on a similar matter.  
31
- 32 P. All time limits in this Article may be extended due to a  
33 substantiated emergency such as an accident, death or serious illness,  
34 or by mutual agreement.  
35
- 36 Q. Expedited Arbitration  
37
- 38 1. Company and Association representatives will meet  
39 quarterly to identify specific cases which the parties agree to arbitrate  
40 under the expedited rules contained in this Article.  
41
- 42 2. The parties shall agree to both a date(s) and a neutral  
43 referee to hear these cases under the expedited rules.

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

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

5. All decisions will be without precedent.

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

7. No transcripts will be taken.

8. No written briefs may be filed.

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

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

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

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

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

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

35  
36 D. No employee will be required to work under unsafe or unsanitary  
37 conditions. In order to eliminate as far as possible accidents and  
38 illness, a joint safety committee composed of an equal number of Union  
39 representatives and Company representatives will be established at  
40 each location on the system, where employees covered by this  
41 Agreement are employed. It shall be the duty of the Safety Committee  
42 to determine if applicable State and Municipal safety and sanitary  
43 regulations are complied with, and to make recommendations for the

1 maintenance of appropriate safety and sanitary standards. The  
2 committee members shall receive and investigate complaints regarding  
3 unsafe and unsanitary working conditions, and shall meet on a monthly  
4 basis to make recommendations concerning such complaints.  
5

6 E. The Company shall furnish all necessary safety devices for  
7 employees working on hazardous or unsanitary work, and employees  
8 will be required to wear such devices in performing such work. The  
9 Company will make a pair of knee pads available to an employee upon  
10 request. Replacements will be provided to the employee at one-half  
11 (1/2) the cost upon his turning in the worn out or damaged knee pads.  
12 The Company will make hearing protectors available to all employees.  
13

14 F. The Company will furnish appropriate aprons, overshoes and  
15 gloves to all employees required to work with acids and chemicals that  
16 are injurious to clothing while such employees are engaged in such  
17 activities, and employees will be required to wear such equipment.  
18

19 G. Employees injured while at work shall be given medical attention  
20 as promptly as reasonably practical. The Company shall secure or  
21 direct round trip transportation for any initial emergency medical  
22 attention required.  
23

24 H. The Company will have the following cold weather clothing  
25 available to all employees required to go on emergency winter field  
26 trips:  
27

28 In Seattle:

- 29 3 Arctic Parkas - two large, one medium
- 30 3 Pair Insulated Boots - one large, two medium

31 In Anchorage:

- 32 3 Arctic Parkas - two large, one medium

33  
34 The above items will be maintained in stockroom, and no  
35 employee will be required to go on such trips if the above equipment is  
36 needed and not available. The Company shall provide other protective  
37 clothing from time to time as mutually agreed upon between the Union  
38 and the Company for protection against the elements and shall meet  
39 with the Local Committee periodically to review the condition of such  
40 clothing. The employees may be required to sign receipts for such  
41 items of Company protective clothing as are drawn.  
42

1 I. All employees will be required to wear a standard uniform, which  
2 may vary from station to station and between job classifications. The  
3 Company will furnish the uniforms at no cost to the employee and  
4 provide either all cleaning of required items, or a cleaning allowance of  
5 five dollars (\$5.00) per month per employee, at the option of the  
6 Company. Uniforms shall not be modified or altered in any way. The  
7 employee, through payroll deduction, shall authorize and reimburse the  
8 Company for any intentionally damaged, modified or lost uniform. The  
9 Company shall provide and approve an AMFA patch which will be  
10 attached to all uniforms. The size of the patch and the patch's  
11 placement shall be at the discretion of the Company.  
12

13 J. The Company will provide parkas and gloves for all Alaska based  
14 employees on an individual basis. Such clothing shall remain the  
15 property of the Company and shall be of a quality equal to that in use  
16 on the effective date of this Agreement. The Company will meet with  
17 the local Airline Representative to review the condition of the parkas  
18 prior to each winter's operation.  
19

20 K. When employees work on, load, unload or examine aircraft in the  
21 presence of dangerous materials or devices (e.g. bomb threats,  
22 hijackings), the Company shall provide hazardous duty life insurance.  
23 The insurance coverage shall be up to \$200,000 per life with a  
24 maximum of \$1,000,000 total coverage per accident, (e.g. if five (5)  
25 lives are lost in a single accident, the coverage is \$200,000 per life; if  
26 ten (10) lives are lost, the coverage is \$100,000 per life).  
27

28 L. The Company may establish reasonable personal standards for  
29 appearance and safety.  
30

31 M. Personnel required to perform the servicing of the Aircraft  
32 lavatories will not be utilized to clean the interior without being given a  
33 reasonable opportunity to clean up.  
34

35 N. Aircraft Accident and Incident Investigation  
36

37 The Company will include an AMFA representative in their  
38 emergency response notification system. AMFA must provide the  
39 Company with their 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  
4 Agreement whose employment is involuntarily interrupted while he is in  
5 a position covered by this Agreement shall be paid the severance  
6 allowance provided in paragraph B. following, subject, however, to the  
7 limitations and qualifications and in accordance with the terms set out  
8 in paragraphs B. through F.  
9

10 B. Service Requirements

11	If employee has completed:	He shall receive:
12		
13		
14	2 years but less than 3 years of service	2 weeks severance allowance
15	3 years but less than 4 years of service	3 weeks severance allowance
16	4 or more years of service	8 weeks severance allowance
17		

18 C. Computation and method of payment -- A week of severance  
19 allowance shall be computed on the basis of the employee's regular  
20 straight time hourly rate at the time of his employment interruption  
21 multiplied by forty (40) hours. Severance allowances shall be paid at  
22 the successive payroll periods immediately following the date  
23 employment is interrupted and shall continue to be paid until the  
24 employee is recalled or the severance allowance entitlement is  
25 exhausted, whichever occurs sooner. Holiday pay, as outlined in  
26 Article 7 of this Agreement, shall not apply when computing severance  
27 pay.  
28

29 D. Disallowance -- Severance allowances shall not be paid when  
30 the employee:

- 31 1. is discharged for just cause, retires or resigns.
- 32
- 33
- 34 2. has his employment temporarily interrupted because of a  
35 strike or picketing of Company premises, an act of God, a national war  
36 emergency, revocation of the Carrier's operating certificate(s) or  
37 grounding of the Carrier's aircraft by governmental order.  
38
- 39 3. fails to exercise any seniority, bumping, or transfer rights  
40 afforded him under this Agreement to remain in active service with the  
41 Carrier, or accepts other employment offered by the Carrier.

42 E. The severance allowances provided herein shall be in addition to  
43 any or all other benefits provided under this Agreement.  
44

45 F. An employee who has received a severance allowance under  
46 this Article and who has been recalled to work under the provisions of

1 this Agreement and whose employment is again involuntarily  
2 interrupted under conditions which entitle him to severance allowance  
3 shall be paid the amount specified for his total years of service with the  
4 Carrier. For any employee accepting a recall to a temporary job (less  
5 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  
4 covered by this Agreement. The Plan, which became effective  
5 September 1, 1962, is amended as follows:  
6

7 A. Effective March 1, 1978 and applicable only to employees  
8 retiring after this date:  
9

10 1. Employees participate after one (1) year of service,  
11 retroactive to date of hire.  
12

13 2. Effective June 25, 1999, for active plan participants,  
14 benefits paid at retirement age shall be as follows:  
15

16 a. For service earned prior to January 1, 1999,  
17 the monthly benefit shall be equal to one and four-tenths percent  
18 (1.4%) of the employee's "average pay" for the period of five (5)  
19 calendar years beginning January 1, 1994 and ending December 31,  
20 1998, multiplied by "credited service" divided by twelve (12). ("Average  
21 pay" for a calendar year will be the Participant's "basic hourly rate"  
22 multiplied by 2080 hours.)  
23

24 b. Effective January 1, 1999, benefits paid at  
25 retirement age shall be one and four-tenths percent (1.4%) of the  
26 employees basic monthly average wage, multiplied by the number of  
27 years of service, per month.  
28

29 c. "Basic hourly rate" shall be the average  
30 determined by dividing the participant's straight time earnings for a plan  
31 year (including longevity and license premiums where applicable) by  
32 the number of straight time hours worked by the participant during such  
33 plan year.  
34

35 d. "Basic Monthly Wage" shall be defined as the  
36 employee's basic hourly rate of pay (including longevity and license  
37 premiums) multiplied by 173. "Basic Monthly Average Wage" shall be  
38 defined as the average of the employee's basic monthly wages during  
39 his active service with the Company after January 1, 1999.  
40

41 3. Former Alaska Coastal and Cordova employees shall  
42 commence their years of service effective March 1, 1968.  
43

4. Retirement Age shall be:

- 1  
2 a. Normal - 62 (not actuarially increased for later  
3 retirement)  
4  
5 b. Early - 60 (actuarially reduced below 62)  
6  
7 c. Early with 6 months written notice - 55  
8 (actuarially reduced below 62)  
9

10 5. Under no circumstances shall an employee receive a  
11 benefit under this plan that is less than that he would have received  
12 under the Agreement dated March 25, 1974.  
13

14 B. A participant whose employment terminates for reasons other  
15 than death or retirement after completion of five (5) years vested  
16 service, shall be entitled to a deferred pension at retirement age.  
17

18 C. It is hereby agreed that the full text of the Plan dated October  
19 1, 1962 will incorporate the basic provisions herein outlined. A copy of  
20 the Plan Document will be furnished to the Aircraft Mechanics Fraternal  
21 Association Administrative offices, who will be furnished with a copy of  
22 the annual actuarial report covering the plan. It is understood that  
23 AMFA shall bear no fiduciary responsibility under the plan.  
24

25 D. Booklets explaining the plan will be distributed to all eligible  
26 employees.  
27

28 E. Employees retiring may continue participating in the Group  
29 Medical Plan under this Agreement for themselves and their  
30 dependents at their own expense until they are eligible for Medicare.  
31

32 F. Employees required to terminate their employment with the  
33 Company due to physical disability shall be eligible for retirement  
34 benefits on an actuarially reduced basis subject to the following  
35 requirements:

36 1. Mental or psychological disorders, alcoholism, self-  
37 inflicted injuries, or injuries sustained in the commission of a crime shall  
38 not qualify.  
39

40 2. The employee must be adjudged to be permanently  
41 disabled from performing his job or any similar job within the Company.  
42 If there is a dispute concerning validity of the disability claim, such  
43 disability to be determined by majority vote of a panel of three medical

1 doctors; one physician to be appointed by the Company, one by the  
2 Union, and the third to be jointly selected by the two aforementioned  
3 physicians. The expense of the third physician shall be jointly borne by  
4 the parties.  
5

6 3. The employee must be fully vested as of the first day of  
7 his disability. To be fully vested, an employee shall have completed  
8 ten (10) years of credited service under the plan  
9

10 4. The employee shall be forty (40) years of age or older  
11 as of the first day of his disability.  
12

13 G. Effective August 1, 1999, employees shall be entitled to  
14 participate in a 401(k) plan established by the Company subject to the  
15 terms and conditions of such plan. The Company will match the  
16 participant's pre-tax contribution to the 401(k) Plan maintained by the  
17 Company, at the rate of fifty cents (\$.50) for each one dollar (\$1.00)  
18 contributed by the employee, up to a maximum employee contribution  
19 of six percent (6%). All Company matching contributions will be used  
20 to purchase shares of Alaska Air Group Common Stock.  
21

22 H. Eligible AMFA employees who are active participants of the  
23 Retirement Plan for MRP Employees on December 31, 2006, may elect  
24 (on a one-time only basis) to continue their participation in that plan  
25 and their current 401(k) matching formula OR elect to freeze their  
26 benefit accrual under the MRP Retirement Plan as of December 31,  
27 2006, and become eligible for an enhanced company matching  
28 contribution under the COPS/MRP/Dispatch 401(k) plan, effective  
29 January 1, 2007, that provides a company contribution of 3% of eligible  
30 compensation (in cash) plus a 50% company matching contribution (in  
31 Alaska Air Group stock) of up to the first 6% of participant's pre-tax  
32 contributions (maximum company contribution, including match, is 6%  
33 of eligible compensation). Participants who elect to freeze their benefit  
34 accrual under the MRP Retirement Plan will receive no additional  
35 credited service in that Plan after December 31, 2006.  
36

37 I. AMFA employees who are eligible for participation in the  
38 COPS/MRP/Dispatch 401(k) plan and who are not active participants of  
39 the Retirement Plan for MRP Employees as of October 17, 2005 will be  
40 provided the 3% company contribution and 50% matching contribution  
41 described in H above as soon as administratively practicable after  
42 October 17, 2005.  
43

1 J. Retiree Medical Coverage: At age 62, an employee's unused  
2 sick leave may be used to offset monthly health care contributions  
3 during the period in which the employee and his spouse and/or eligible  
4 dependents, if any, is/are eligible for retiree health care coverage, up to  
5 Medicare eligibility, and for a maximum of five (5) years.  
6

7 1. Amount of Available Credit: Sick leave may be traded  
8 for continued medical coverage as provide in Article 20, at the rate of  
9 twenty (25) hours of sick leave accrued per one month of medical  
10 coverage.  
11

12 2. Retirement at Age 62:  
13

14 a. Available credit will be used upon retirement at  
15 age 62 to offset the monthly health care contribution for  
16 the employee and spouse and/or eligible dependents,  
17 if any.  
18

19 b. If the retired employee dies or reaches  
20 Medicare age prior to the expiration of the five (5) year  
21 period referred to above, any remaining credit will be  
22 used to offset the monthly health care contributions for  
23 the employee's surviving spouse and/or eligible  
24 dependents.  
25

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

1 **ARTICLE 21, GENERAL AND MISCELLANEOUS**  
2

3 A. If there is any change during the life of this Agreement in the  
4 license(s) employees covered by this Agreement are required to have,  
5 all employees affected shall be given three (3) months from date of  
6 such change to obtain such licenses and there shall be no change in  
7 their status or pay during said three (3) months period.  
8

9 B. Service records shall be maintained for all employees by the  
10 Company which may be reviewed by the employee upon request. **An**  
11 **employee may review these files as well as the Supervisor's**  
12 **Records of Discussion regarding job performance and attendance**  
13 **upon request.** Nothing of a derogatory nature shall be entered into an  
14 employee's personnel file without first giving the affected employee the  
15 opportunity to sign such material and provide a copy of the material to  
16 the employee. When an employee covered by this Agreement leaves  
17 the Company for any reason, he will, upon request, be furnished with a  
18 copy of his service record. In case of investigations or hearings  
19 involving an employee's past record, the employee shall be furnished,  
20 on request, a copy of his record prior to such investigations or  
21 hearings.  
22

23 C. All orders or notices to an employee covered by this  
24 Agreement involving a transfer, promotion, lay-off or leave of absence  
25 shall be given in writing. In the event of the lay-off of employees who  
26 have completed their probationary period, two (2) weeks notice shall be  
27 given by the Company and a copy of such notice shall be furnished to  
28 the Union Airline Contract Committee(s). In addition, each month the  
29 Company will furnish AMFA with a list showing the employees at each  
30 location in each classification.  
31

32 D. Bulletin Boards will be provided by the Company in the vicinity  
33 of each time clock card rack assigned to employees covered by this  
34 Agreement at all Maintenance Bases for posting notices restricted to:  
35

- 36 1. Notices of Union Recreational and social affairs;
- 37
- 38 2. Notices of Union elections;
- 39
- 40 3. Notices of Union appointments and results of Union  
41 elections;
- 42
- 43 4. Notices of Union meetings;

1  
2 5. Notices from Aircraft Mechanics Fraternal Association  
3 specifically designated to be posted;

4  
5 6. There shall be no posting of material derogatory or  
6 detrimental to the Company or of a political, or personal nature;

7  
8 7. There shall be no other general distribution or posting  
9 by the Union or employees of advertising or political matter, notice, or  
10 any kind of literature upon the Company's property other than herein  
11 provided.

12  
13 **8. The Association may use an electronic bulletin**  
14 **board on the Company's intra-net system for posting notices of**  
15 **Association recreation and social affairs, elections, membership**  
16 **meetings, and official notices from the Association. Posted**  
17 **notices shall not contain anything of a defamatory or personal**  
18 **nature attacking the Company or its representatives or**  
19 **employees. Should the Association and the Company become**  
20 **involved in a labor dispute the Company may restrict the**  
21 **operation of the electronic bulletin board assigned to the**  
22 **Association.**

23  
24  
25 E. Employees shall not be required to pay damages or repairs  
26 occasioned by any cause beyond their control.

27  
28 F. No employee shall reveal, except to proper representatives of  
29 the Company, any confidential matter of the Company, or give any  
30 information concerning business of the Company, which he may  
31 acquire on account of his position or the nature of his employment.

32  
33 G. Employees shall notify the Company in writing of their current  
34 address and phone number and notify the Company of any change  
35 within ten (10) days of such change.

36  
37 H. Each employee covered by this Agreement shall be issued a  
38 printed, pocket-size copy of this Agreement. The booklet shall be  
39 printed and distributed within sixty (60) days of the signing of the  
40 contract. Each employee will be required to sign a receipt for his copy  
41 of the Agreement.  
42



- 1 I. For security reasons, the Company may issue and require  
2 employees to carry or wear Company provided identification cards or  
3 badges.  
4
- 5 J. The Company agrees to pay employees on jury duty the  
6 difference between the jury pay actually received, exclusive of travel  
7 expense, and normal straight-time pay which would have been earned  
8 during the period of such duty. Employees selected for jury duty will be  
9 assigned to day shift with the preceding Saturday and Sunday off.  
10 Employees agree to return to work on those days when excused from  
11 jury duty prior to 12:00 noon.  
12
- 13 K. Except in the case of unusual work loads, no more than eight  
14 (8) individuals from the following list of elected Association officials may  
15 attend regular monthly Local meetings which occur at their station while  
16 such officials are on shift: President, Vice President, Treasurer,  
17 Secretary, Airline Representative, Safety and Standards Chairman and  
18 Shop Representative(s). Such attendance shall be without loss of pay  
19 for a period of up to two (2) hours.  
20
- 21 L. Employees' tools and tool boxes will be protected by the  
22 Company at full dollar value against fire or catastrophe while on  
23 Company premises, providing the employee has a current inventory of  
24 tools on file with the Company.  
25
- 26 M. Company selected free parking will be provided for employee's  
27 car while at work or on field trips.  
28
- 29 N. The Company shall have the right to establish and revise  
30 minimum required tool list for technicians.  
31
- 32 O. The Company shall have the right to inspect an employee's  
33 tool box and contents from time to time.
- 34 P. The Company may utilize Vendor fueling at all present and  
35 future locations to perform all fueling functions. At location where  
36 Vendor fueling is not used the fueling may be done by Technicians  
37 personnel.  
38
- 39 Q. The first of the month following the signing of this Agreement,  
40 employees covered by this Agreement stationed at Ketchikan who  
41 must commute to work by ferry from Revillagigedo Island to the Airport  
42 Terminal on Gravina Island will receive a ferry pass.  
43

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

1 **ARTICLE 22, INSURANCE**

2  
3 A. Group Insurance Plan - Effective **October 17, 2011.**

4  
5 1. Medical Plan – (PPO and HMO)

6  
7 a. Eligibility: All active full time and part-time MRP  
8 employees, their spouse and // dependents up to age // **twenty-**  
9 **six (// 26), //** and those age **twenty-six (// 26)** or older who are  
10 incapable of self-support because of a developmental disability or  
11 physical handicap provided proof of his or her incapacity is  
12 furnished to the Company or claims administrator within thirty-  
13 one (31) days of the date that the dependent's coverage would  
14 normally terminate. A MRP's spouse who has coverage through  
15 his/her own employer and who waives such coverage will not be  
16 eligible for Alaska Airlines coverage. When both a husband and  
17 wife work for the Company, there shall be coordination of medical  
18 insurance benefits for the spouses and other dependents (e.g.  
19 children), when both have elected coverage for each other and  
20 dependents. Newly eligible dependents must be enrolled in the  
21 plan within thirty-one (31) days after they first become eligible, or  
22 wait until the next open enrollment to be enrolled.

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

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

34  
35 d. Contributions and Deductibles

36  
37 (1.) Contributions: The following schedule of  
38 contributions is as follows:

39  
40 January 1, 2012 to December 31, 2012

41 PPO

42 Employee only **\$110.81/Mo.**

1	Employee + Spouse	<u>\$221.63</u> /Mo.
2	Employee + Children	<u>\$188.39</u> /Mo.
3	Family	<u>\$299.20</u> /Mo.
4	HMO	
5	Variable, See Paragraph <u>¶</u> <u>n</u> Below	
6		
7	January 1, 20 <u>13</u> to December 31, 20 <u>13</u>	
8	PPO	
9	Employee only	<u>\$119.68</u> /Mo.
10	Employee + Spouse	<u>\$239.37</u> /Mo.
11	Employee + Children	<u>\$203.46</u> /Mo.
12	Family	<u>\$323.13</u> /Mo.
13	HMO	
14	Variable, See Paragraph <u>¶</u> <u>n</u> Below	
15		
16	January 1, 20 <u>14</u> to December 31, 20 <u>14</u>	
17	PPO	
18	Employee only	<u>\$129.25</u> /Mo.
19	Employee + Spouse	<u>\$258.51</u> /Mo.
20	Employee + Children	<u>\$219.73</u> /Mo.
21	Family	<u>\$348.98</u> /Mo.
22	HMO	
23	Variable, See Paragraph <u>¶</u> <u>n</u> Below	
24		
25	January 1, 20 <u>15</u> to December 31, 20 <u>15</u>	
26	PPO	
27	Employee only	<u>\$139.59</u> /Mo.
28	Employee + Spouse	<u>\$279.20</u> /Mo.
29	Employee + Children	<u>\$237.31</u> /Mo.
30	Family	<u>\$376.90</u> /Mo.
31	HMO	
32	Variable, See Paragraph <u>¶</u> <u>n</u> Below	
33		
34	January 1, 20 <u>16</u> Thereafter	
35	The 20 <u>16</u> rates will remain in effect until renegotiated with AMFA.	
36		
37	PPO	
38	Employee only	<u>\$150.76</u> /Mo.
39	Employee + Spouse	<u>\$301.53</u> /Mo.
40	Employee + Children	<u>\$256.30</u> /Mo.
41	Family	<u>\$407.06</u> /Mo.
42	HMO	
43	Variable, See Paragraph <u>¶</u> <u>n</u> Below	

1  
2 At no point will the premiums exceed an 80/20 percent cost split  
3 with the Company, with the employee's portion of the premiums  
4 not exceeding 20 percent of the total cost of the Alaska Airlines  
5 Employees Health Care Plan.

6  
7 (2.) Deductibles:

8  
9 Individual In- network: 250.00  
10 Family In-network: 500.00  
11 Individual Out of Network: 350.00\*  
12 Family Out of Network: 700.00\*

13  
14 \* If an in-network provider is available.

15  
16 (3.) Out of Pocket Max

17  
18 2011/12 2013/14 2015 thereafter  
19  
20 Individual In- network: 1500.00 1750.00 2000.00  
21 Family In-network: 3000.00 3500.00 4000.00  
22 Individual Out of Network: 3000.00\*  
23 Family Out of Network: 6000.00\*

24  
25 Seventy-five dollar (\$75) emergency room deductible  
26 (waived if emergency due to accident or requires hospitalization). All  
27 benefits shown below subject to the deductible unless otherwise stated.

28  
29 Office visit co-pays for network physicians will be // **Twenty**  
30 dollars (\$// **20.00**) per visit.

31  
32 e. Co-Insurance: Plan pays 80% of covered, medically  
33 necessary, reasonable and customary expenses for the treatment of an  
34 illness or injury.

35  
36 f. Surgical Schedule: Plan pays 80% or 60%  
37 (depending on plan and provider type) of usual and customary charges  
38 for covered expenses.

39  
40 g. Maternity: Benefits for the MRP employee and his  
41 spouse shall be treated as any other illness under the surgical  
42 schedule.

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//

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

// **i.** Hearing Aid Expenses: Limited to three hundred (\$300) per ear every twenty-four months.

// **j.** Substance Abuse: 80% or 60% (depending on provider type) // at an approved treatment center //.

// **k.** Mental Health benefits vary depending on the medical plan elected by the MRP employees. The PPO plan will pay covered expenses for // mental illness treatment //, **check your Employee Benefits Handwork for specifics.** HMO coverage // may vary depending upon the provider, more specific information can be found in your HMO's Evidence of Coverage booklet.

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

*Retail / Mail*

Generic:	\$10 / 20
Brand (formulary):	\$25 / 50
Brand (non-formulary)	50%/50%(40/100&80/200)

//

// **m.** HMO options, where applicable, with MRP employee paying the excess cost over the conventional rating of the PPO medical plan. Such excess cost shall not be lower than the PPO cost set forth in d.(1) above.

// **n.** Point of Service Option may be offered.

// **o.** Healthcare spending account and Dependent Day Care account will be offered.

// **p.** A High Deductible Group Insurance Plan will be offered to the AMFA membership. //

1           2.    Dental Plan

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

- 12  
13                   1.    \$25 calendar year deductible per individual  
14 with a maximum of \$50 per family;  
15  
16                   2.    80% of usual and customary charges;  
17  
18                   3.    80% of usual and customary charges on  
19 prosthetics;  
20  
21                   4.    \$~~//~~ **1750** per calendar year maximum.

22  
23           b.    The Dental Plan shall include orthodontics for  
24 employees and dependents at 80% of usual and customary charges  
25 with a \$2,000 lifetime maximum.

26  
27 3.    Life and A.D. & D. Insurance

28  
29                   Basic Monthly Earnings      Life                    Accidental  
30    Insurance                Death And  
31    Dismemberment

32			
33	\$1,000.00 but less than 1,200.00	\$24,000.00	\$24,000.00
34	\$1,200.00 but less than 1,600.00	\$30,000.00	\$30,000.00
35	\$1,600.00 but less than 2,000.00	\$36,000.00	\$36,000.00
36	\$2,000.00 and over	\$42,000.00	\$42,000.00

37  
38           An employee may, at his option, increase his life insurance  
39 coverage by purchasing at group rates, supplemental life and A.D. and  
40 D. insurance coverage. He may also purchase life insurance coverage  
41 for his spouse and children. Purchase of life insurance will be subject to  
42 open enrollment rules and evidence of insurability.  
43

1 4. Vision Care for employees and dependents. Employees  
2 covered by this Agreement shall be offered a "Group Vision Plan" as  
3 part of the Group Insurance Plan. Such plan is to be based on the  
4 following provisions:  
5

6 One examination and one pair of lenses in a twelve (12)  
7 month period. One frame in a twenty-four (24) month period.  
8

9 The plan is to provide up to forty-five dollars (\$45.00) per  
10 examination.  
11

12 //

13  
14 **Lenses – Network, one pair lenses every 12 months,**  
15 **subject to twenty dollar (\$20.00) co-pay.**  
16 **Non-Network one pair every 12 months subject to**  
17 **current allowance.**  
18

19 //

20  
21 **Contacts- Network, seventy five dollars (\$75.00)**  
22 **reimbursement per 12 months; Non-Network, forty five**  
23 **dollars (\$45.00) reimbursement every 12 months.**  
24 **If medically necessary, Network covered in full after**  
25 **VSP approval once every 12 months; Non-Network,**  
26 **one hundred and one dollars (\$101.00) reimbursement**  
27 **once every 12 months.**  
28

29 //

30  
31 **Frames- Network, one hundred fifty dollars (\$150.00)**  
32 **reimbursement every 24 months; Non-Network, ninety**  
33 **dollars (\$90.00) reimbursement every 24 months.**  
34

35 B. Employees on leave of absence (including medical leave) or  
36 layoff may elect to continue their Group Medical, life and dental  
37 insurance coverage by paying to the Company a monthly fee covering  
38 the cost of such coverage according to COBRA but not less than a  
39 period of up to three (3) months. Employees on Workman's  
40 Compensation who have expended all injury leave and sick leave as  
41 set forth in Article 14, Paragraph D., shall have their group insurance  
42 (life, medical, dental) premiums paid by the Company for a period of  
43 ninety (90) days subsequent to the expiration of their injury and sick



1 leave benefits. After the above coverage has been expended, the  
2 medical and life insurance may be converted to individual plans within  
3 thirty (30) days.

4  
5 C. Employees retiring may continue participating in the Group  
6 Medical Plan under this Agreement for themselves and their  
7 dependants at their own expense until they are eligible for Medicare.

8  
9 D. Short Term Disability coverage will be provided by the Company  
10 in the amount of forty percent (40%) of weekly basic earnings up to a  
11 maximum of five hundred dollars (\$500.00) per week. The Company  
12 shall offer an Optional Short-Term Disability Plan. The cost to the  
13 employee of optional short-term coverage will be determined by the  
14 Company and this amount may change from year to year. The optional  
15 short-term disability plan will provide benefits equal to twenty percent  
16 (20%) of the weekly basic earnings up to a maximum benefit of two  
17 hundred dollars (\$200.00) a week. All terms and conditions which  
18 apply to the Basic Short-Term Disability Plan shall apply to the Optional  
19 Short-Term Disability Plan.

20  
21 E. The amount of employee contributions required of part-time  
22 employees for the Health Plan will be as follows:

Average Number of Hours Compensated Per Week in the Prior Payroll Month	Percent of Health Care Premiums Employee Pays
16 through 20	50%
20.1 through 30	25%
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  
4 hereto and made a part of this Agreement shall prevail on and after  
5 November 1, 1981, and subject to change on successive dates as  
6 specified in said schedule.

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

12  
13 C. Employees shall be paid on alternate Fridays during their regular  
14 working hours. The payment on such Fridays shall include all wages  
15 due through the // preceding Friday. Swing shift employees shall  
16 receive their pay at the end of their shift which commences on the  
17 Thursday preceding the pay date. //

18  
19 D. Should the regular payday fall on a holiday recognized by this  
20 Agreement, employees will be paid on the day proceeding such  
21 holiday.

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

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

34  
35 G. Employees working in a higher classification shall be paid the  
36 rate of pay for that classification for all hours worked and when on and  
37 when on a regular shift will be paid as such for the entire shift.  
38 Employees temporarily upgraded to a higher classification may be  
39 returned to work in the lower classification when no longer required in  
40 the higher classification. Employees working in the lower classification  
41 will continue to receive their higher rate of pay unless demoted through  
42 a force reduction as set forth in Article 9, Paragraph K. Technicians  
43 upgraded for limited Required Inspection Authorization (R.I.I.) shall be  
44 paid a differential over and above their normal rate of pay of one dollar  
45 and // fifty cents (\$1.// 50) per hour.

1  
2 H. 1. Employees in the Technician and higher classifications  
3 who hold, and thereafter continue to hold, a valid, applicable Airframe  
4 License, Powerplant License; General Radio-Telephone Operators  
5 License shall be paid // **two** dollars //(\$// **2.00**) per hour for **the first**  
6 **license and two dollars and twenty-five cents (\$2.25) for a second**  
7 **license** // with a maximum of // **four** dollars and // **twenty-five** cents  
8 (\$// **4.25**) per hour. Those employees as of June 28, 1999 currently  
9 receiving a premium for a Repairman's certificate will continue to  
10 receive that premium.

11  
12 2. Employees in the classifications of Aviation, Facilities, and  
13 Automotive, Technicians shall be paid a skill premium of // **two** dollars  
14 // (\$// **2.00**) per hour for a maximum of one (1) qualifying certificate.  
15 Qualifying certificates shall be:

- 16  
17 a. ASE certificate (Automotive Technician)  
18 b. Journeyman's license (Facilities Technician)  
19 c. Welder's certificate (Automotive and Aircraft  
20 Technician)  
21 d. Boilerman's certificate (Facilities Technician)  
22 e. Machinist certificate (Machinist Technician)  
23

24 Each certificate/license shall be reviewed by the Company  
25 and the Association to determine qualification under this Article.  
26 Certificates must be for the applicable state.  
27

28 3. License and skill premiums will be added to the employee's  
29 base rate and are, therefore, subject to multiplication. In order to be  
30 eligible for license and skill premium pay such license and skill  
31 certificate must be registered with the Maintenance Department.  
32 Notwithstanding any of the foregoing, no one shall be entitled to more  
33 than // **four** dollars and // **twenty-five** cents (\$// **4.25**) in combination of  
34 license/skill premiums.  
35

36 I. Where there is a shortage equal to one-half day's pay or more in  
37 the pay of an employee, and such shortage is the result of a Company  
38 error, a special check will be issued at the Company's General Offices  
39 by the Company within four (4) accounting working days after  
40 notification to the Company regarding the shortage.  
41

42 J. Employees in the technician and higher classifications who hold  
43 a permanent bid position within line maintenance shall be paid // **forty**  
44 cents (\$// **40**) per hour as a line differential. The line differential shall  
45 be added to the employee's base rate and are, therefore, subject to

1 multiplication. If an employee is assigned to line maintenance for less  
2 than four (4) hours in a work day, he shall not be entitled to the line  
3 differential. If the employee is assigned to line maintenance for four (4)  
4 hours or more in a work day, he shall be paid the line differential for the  
5 entire shift if worked.

6  
7 K. When an employee under this Agreement moves from lower  
8 classification to a higher classification, the employee shall be assigned  
9 the base hourly rate of pay in the higher classification which is equal to  
10 his rate of pay in the lower classification. If no such equal rate exists,  
11 the employee shall receive the next higher rate in the higher  
12 classification. Thereafter, the employee will progress on the pay scale  
13 accordingly.

14  
15 L. Leads will be paid a premium of one dollar and // fifty cents (\$1.//  
16 50) per hour.

17  
18 M. When an employee has been designated as a non-management  
19 trainer, he will receive one dollar and // fifty cents (\$1.// 50) per hour as  
20 a trainer premium, pursuant to Article 12, paragraph E.

21  
22 N. All Technician & Related employees at the Nome, Kotzebue and  
23 Barrow stations, shall receive a three dollar (\$3.00) per hour Arctic  
24 differential.

25  
26 O. // **Technicians and Related Craft employees represented by**  
27 **AMFA will participate in the Alaska Air Group Performance Based**  
28 **Pay (PBP) plan with a target payout of 5% of eligible earnings. The**  
29 **terms of the PBP plan will be made available to the Technicians**  
30 **and Related annually.**

31  
32 P. An employee required to perform a Hazwoper Spill Clean Up  
33 shall receive a pay premium of four dollars (\$4.00) per hour for all time  
34 spent physically accomplishing the clean up and related paperwork.  
35 The following items are excluded from this paragraph: fuel, hydraulic  
36 fluid, grease, engine oil and lavatory service fluid (contaminated and  
37 non-contaminated). Risk Management will be responsible for  
38 determining the appropriate method to clean up a Hazwoper spill (i.e.,  
39 in house or specialized biohazard agency).

40  
41 Q. Article 26 lists the pay progression steps under this labor  
42 agreement for all classifications. For purposes of progressing onto the  
43 next pay step in Article 26, an employee will reach the next pay step by  
44 reaching his anniversary date with two thousand eighty (2,080) hours of  
45 service.

1  
2 R. The Company's pay philosophy is to pay all employees market  
3 based wages and desires to be consistent with this philosophy for all  
4 employees. In a mutual desire to confirm our commitment, the  
5 Company and AMFA agree to open the contract on an annual basis,  
6 **within thirty days of the anniversary date of the Agreement,** to  
7 review the mechanics relative position both within the Company and  
8 the Market.     
9

10 The Company agrees that if the mechanics' wages fall below  
11 the middle of the market, as defined below, the Company will adjust the  
12 wage scale to the middle of the market as defined below. However, the  
13 annual increase will not be less than one and one-half (1½) percent  
14 above the current year's rates.  
15

16 This "market based" methodology is only for determining rates  
17 of pay for the out-years in this    **2011** through    **2016** Agreement. It is  
18 not intended to reflect the methodology for determining rates of pay in  
19 future negotiations on subsequent Agreements.  
20

21 Current Comparator Carriers used in defining the market:  
22

23 Southwest, Jet Blue, Continental, American, Frontier, Delta,  
24 United,    US Air, and Air Tran.  
25

26 In the event one of the carriers ceases to exist they will be  
27 removed from the list. However, any major domestic carrier  
28 (passenger) as defined by the U.S. Department of Transportation,  
29 effective the date of the review, and the Company's primary  
30 competitors will be added.  
31

32 When ranking in the "middle" Alaska will be placed precisely in  
33 between the two data points of the carriers ranking above and the  
34 carrier ranking just below the mid-point.  
35

36 The "all in rate" will be used for the calculation of the mid-point.  
37 "All in rate" is defined as including: base pay, license premiums, line  
38 premium 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  
4 invalid by reason of any existing or subsequently enacted legislation,  
5 such invalidation of any part or provision of this Agreement shall not  
6 invalidate the remaining portions thereof and they shall remain in full  
7 force and effect. In the event of any invalidation, either party may,  
8 upon thirty (30) days notice, request negotiations for modification or  
9 amendment of this Agreement with regard to only the invalidated parts  
10 or provisions directly or indirectly affected.

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

2  
3 Except as may otherwise be specifically provided, this  
4 Agreement shall become effective **October 17, 2011**, and shall remain  
5 in full force and effect for the period ending // **October 17, 2016** and  
6 shall automatically be renewed under the same terms and conditions  
7 for consecutive yearly periods thereafter unless notice of intended  
8 change is served as provided herein. Either party desiring to amend or  
9 modify any provision of this Agreement shall serve notice in writing on  
10 the other party at least twelve (12) months preceding // **October 17,**  
11 **2016** or October 17th of any year thereafter; specifically mentioning  
12 any amendments or modifications desired, and no other provisions of  
13 this Agreement shall be affected by such notice, except to the extent  
14 that other provisions must be revised to conform with the amendments  
15 or modifications agreed upon. When any notice of desired amendment  
16 or modifications of any provisions hereof is served, the parties hereto  
17 shall meet within thirty (30) days from receipt of said notice to negotiate  
18 concerning such desired amendments or modifications.

19  
20 IN WITNESS WHEREOF, the parties hereto have signed this  
21 Amendment to Agreement this **1st** day of **December, 2011**.

22  
23 WITNESS: FOR ALASKA AIRLINES, INC.  
24 s/Sonia Alvarado s/Shane Tackett  
25 s/Bob Hartnett VP Labor Relations  
26 s/Kurt Kinder s/Fred Mohr  
27 VP Maintenance &  
28 Engineering

29  
30 WITNESS: AIRCRAFT MECHANICS  
31 FRATERNAL ASSOCIATION  
32 s/Timothy Cullen s/Earl Clark  
33 s/Mark Dahl AMFA Region 1 Director  
34

**ARTICLE 26, SCHEDULE A**

Each annual increase will be no less than one and one-half (1½) percent of the previous year's rates. The tables below reflect the minimum rates. Annual review of Schedule A rates will be in accordance with the provisions outlined in Article 23.

Classification     10-17-11    10-17-12    10-17-13    10-17-14    10-17-15

Lead Inspector                    Inspector + 1.50\* Hourly  
 Inspector                            Technician + 1.50\* Hourly  
 Lead Technician                    Technician + 1.50\* Hourly

Technician	<u>10-17-11</u>	<u>10-17-12</u>	<u>10-17-13</u>	<u>10-17-14</u>	<u>10-17-15</u>
1 <sup>st</sup> Step	<u>19.94</u>	<u>20.24</u>	<u>20.54</u>	<u>20.85</u>	<u>21.16</u>
2 <sup>nd</sup> Step	<u>20.33</u>	<u>20.63</u>	<u>20.94</u>	<u>21.26</u>	<u>21.58</u>
3 <sup>rd</sup> Step	<u>20.97</u>	<u>21.28</u>	<u>21.60</u>	<u>21.93</u>	<u>22.26</u>
4 <sup>th</sup> Step	<u>22.87</u>	<u>23.21</u>	<u>23.56</u>	<u>23.91</u>	<u>24.27</u>
5 <sup>th</sup> Step	<u>23.54</u>	<u>23.89</u>	<u>24.25</u>	<u>24.62</u>	<u>24.99</u>
6 <sup>th</sup> Step	<u>24.92</u>	<u>25.29</u>	<u>25.67</u>	<u>26.05</u>	<u>26.45</u>
7 <sup>th</sup> Step	<u>26.31</u>	<u>26.71</u>	<u>27.11</u>	<u>27.51</u>	<u>27.93</u>
8 <sup>th</sup> Step	<u>31.40</u>	<u>31.87</u>	<u>32.34</u>	<u>32.83</u>	<u>33.32</u>

Classification     10-17-11    10-17-12    10-17-13    10-17-14    10-17-15

**Lead Janitor**                    **Janitor + 1.50\* Hourly**

Technician Helper / Janitor	<u>10-17-11</u>	<u>10-17-12</u>	<u>10-17-13</u>	<u>10-17-14</u>	<u>10-17-15</u>
1 <sup>st</sup> Step	<u>10.73</u>	<u>10.89</u>	<u>11.06</u>	<u>11.22</u>	<u>11.39</u>
2 <sup>nd</sup> Step	<u>11.39</u>	<u>11.56</u>	<u>11.73</u>	<u>11.91</u>	<u>12.08</u>
3 <sup>rd</sup> Step	<u>12.08</u>	<u>12.26</u>	<u>12.44</u>	<u>12.63</u>	<u>12.82</u>
4 <sup>th</sup> Step	<u>12.74</u>	<u>12.93</u>	<u>13.12</u>	<u>13.32</u>	<u>13.52</u>
5 <sup>th</sup> Step	<u>13.40</u>	<u>13.60</u>	<u>13.80</u>	<u>14.01</u>	<u>14.22</u>
6 <sup>th</sup> Step	<u>14.22</u>	<u>14.43</u>	<u>14.65</u>	<u>14.87</u>	<u>15.09</u>
7 <sup>th</sup> Step	<u>15.02</u>	<u>15.24</u>	<u>15.47</u>	<u>15.70</u>	<u>15.94</u>
8 <sup>th</sup> Step	<u>15.82</u>	<u>16.06</u>	<u>16.30</u>	<u>16.55</u>	<u>16.79</u>
9 <sup>th</sup> Step	<u>16.61</u>	<u>16.86</u>	<u>17.11</u>	<u>17.37</u>	<u>17.63</u>
10 <sup>th</sup> Step	<u>17.43</u>	<u>17.69</u>	<u>17.96</u>	<u>18.23</u>	<u>18.50</u>
11 <sup>th</sup> Step	<u>18.72</u>	<u>19.00</u>	<u>19.29</u>	<u>19.58</u>	<u>19.87</u>



1	Classification	
2	Lead Fleet Service	Fleet Service + 1. <u>50</u> * 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  
19 rate in the progression step. For pay purposes it shall be considered  
20 as part of the basic rate for calculations.

21

22 The **Performance Based** Pay as outlined in Article 23 will not be  
23 included as part of "pay" as referenced in this Article 26.

24

1 **ARTICLE 27, LETTERS OF AGREEMENT**  
2

3 This agreement shall succeed and take precedence over all  
4 Agreements, Supplemental Agreements, Amendments, Letters of  
5 Understanding and any similar related documents executed between  
6 the Company and the Union heretofore, except the following  
7 documents listed below. Any such agreements between the parties  
8 signed during the term of this Agreement shall be printed in the same  
9 size as the pocket-sized Agreement booklet and be issued to each  
10 employee under this Agreement.  
11

- 12 1. Letter of Agreement - John Hancock Retirement (ACA)
- 13 2. Letter of Agreement - Military Charters
- 14 3. Letter of Agreement - License Requirement
- 15 4. Letter of Agreement - "COPS" Utilization
- 16 5. Letter of Agreement - Prudhoe Bay
- 17 // //
- 18 6. Letter of Agreement - Chemical Dependency
- 19 7. Letter of Agreement - Airport Service
- 20 // //
- 21 8. Letter of Agreement – ASAP
- 22 9. Letter of Agreement - Job security
- 23 // //
- 24 10. Letter of Agreement - Electronic Preference Bidding  
25 Process
- 26 // //
- 27 11. Letter of Agreement - Flexible / Alternate Work Schedules
- 28 // //
- 29 12. **Letter of Agreement – Vacation Buy Back Program**
- 30 13. **Letter of Agreement – Medical Plan Collaboration to**  
31 **Cut Costs and Establish Wellness Plans**
- 32 14. **Letter of Agreement – Alaska Air Group**
- 33 15. **Letter of Agreement – Long Term Commitment Pay**

1 **ARTICLE 28, SHIFT DIFFERENTIAL**

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

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

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

1 **ARTICLE 29, LONGEVITY ALLOWANCE**

2  
3 Effective June 28, 1999, employees having ten (10) or more  
4 years of service shall receive a length of service adjustment for years  
5 of service under this Agreement as stated below. For purposes of  
6 progressing onto your longevity step, an employee will reach the next  
7 longevity step by reaching his anniversary date with two thousand  
8 eighty (2,080) hours of service.  
9

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

- 1 **Article 30, Open**
- 2
- 3 (Intentionally left blank)

1 **Article 31, Union Shop**  
2

3 A. Each employee, now or hereafter covered by the Labor  
4 Agreement between the parties, as it may have been supplemented or  
5 amended, as a condition of continued employment, within sixty (60)  
6 work days following completion of the required probation period or the  
7 effective date of this Agreement, whichever is later, shall become a  
8 member of (membership is voluntary provided that non-members shall  
9 pay agency fees as a condition of employment -- see the Association  
10 for more information or seek independent legal advice), and thereafter  
11 maintain membership in good standing (as herein defined) in the  
12 Association, provided that such condition shall not apply with respect to  
13 any employee to whom such membership is not available upon the  
14 same terms and conditions as are generally applicable to any other  
15 member covered by this Agreement, or with respect to whom  
16 membership is denied or whose membership is terminated for any  
17 reason other than the failure of the employee to tender the initiation  
18 fees and monthly dues uniformly required of other employees as a  
19 condition of acquiring or retaining membership.  
20

21 B. For the purpose of this Agreement, "membership in good  
22 standing in the Association" shall mean that the employee is a member  
23 of the Association and is not more than sixty (60) calendar days in  
24 arrears in the payment of initiation or reinstatement fees or  
25 membership dues or assessments uniformly required of other  
26 employees in the same Association.  
27

28 C. If a member becomes delinquent in the payment of his/her  
29 initiation fee or membership dues (or if a non-member becomes  
30 delinquent in the payment of agency fees), such employee shall be  
31 notified by registered mail, return receipt requested, copy to the  
32 Company, that he is delinquent in the payment of initiation fee,  
33 membership dues or agency fees as specified herein and is subject to  
34 discharge as an employee of the Company. Such letter shall also  
35 notify the employee that he must remit the required payment within a  
36 period of fifteen (15) calendar days, or be discharged.  
37

38 D. If upon the expiration of the fifteen (15) days, the employee still  
39 remains delinquent, the Association shall certify in writing to the  
40 company, copy to the employee, that the employee has failed to remit  
41 payment within the grace period allowed, and is, therefore, to be  
42 discharged. The Company shall then take proper steps to discharge  
43 such employee from the services of the company. Such discharge  
44 shall be deemed to be for just cause.  
45

1 E. 1. An employee discharged by the Company under the  
2 provisions herein shall be deemed to have been "discharged for cause"  
3 within the meaning of the terms and provisions of this Agreement.  
4

5 2. The Association shall indemnify and hold the Company  
6 harmless against any and all claims, demands, suits or other forms of  
7 liability that may arise out of or by reason of the provisions of this  
8 Article the Company shall promptly notify the Association of any such  
9 claims of liability made against the Company.  
10

11 F. Upon receipt of a signed authorization of the employee involved,  
12 the Company shall deduct from the employee's paycheck the dues  
13 payable by him to the Association during the period provided for in said  
14 authorization. The Company on the second regular paycheck of each  
15 month shall make all deductions for dues.  
16

17 G. Deduction provided for in the preceding paragraph shall be  
18 remitted no later than the tenth (10<sup>th</sup>) day of the month following the  
19 month in which the deductions were made, and shall be remitted to the  
20 Treasurer of the Association. The Company shall furnish the assigned  
21 Association Representative and the Association Treasurer each month  
22 a copy of the record of those Locals for whom deductions have been  
23 made and the amounts of the deductions. The parties agree that the  
24 check-off authorization forms shall be in an approved form which shall  
25 be prepared and furnished by the Association.  
26

27 H. AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
28

29 ASSIGNMENT AND AUTHORIZATION FOR VOLUNTARY CHECK-  
30 OFF OF ASSOCIATION DUES  
31

32 I. \_\_\_\_\_, hereby authorize Alaska  
33 Airlines, to deduct from my earnings once each month the standard  
34 monthly membership Union Dues (2X base hourly rate, or such  
35 standard monthly membership dues as may hereafter be established  
36 by the Union), service charges, initiation fees, and assessments. Such  
37 amount so deducted is hereby assigned to the Aircraft Mechanics  
38 Fraternal Association, subject to all of the terms and conditions of the  
39 Railway Labor Act, as amended, and the provisions of the applicable  
40 collective bargaining Agreement. This Agreement and authorization  
41 may be revoked by me in writing after the expiration of one (1) year  
42 from the date hereof, or upon the termination date of the Agreement in  
43 effect at the time this is signed, whichever occurs sooner. A copy of  
44 such revocation will be sent to the Treasurer of the Association.  
45

1 Signature of Employee:  
2 \_\_\_\_\_  
3  
4 Employee Number: \_\_\_\_\_  
5           
6  
7 Classification Seniority Date: \_\_\_\_\_  
8  
9 Location: \_\_\_\_\_



1 LETTER #1

2 AGREEMENT

3 between

4 ALASKA AIRLINES, INC.

5 and

6 INTERNATIONAL ASSOCIATION OF MACHINISTS

7 AND AEROSPACE WORKERS

8

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

15

16 WITNESSETH:

17

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

20

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

25

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

28

29 1. The employees formerly in the service of Alaska Coastal Airlines,  
30 Inc. and now covered by the Agreement between the Union and  
31 the Company, shall become Participants in the Alaska Airlines  
32 Retirement Plan as of January 1, 1971, and shall commence  
33 accruing benefits under the above mentioned plan as of that  
34 date. These employees are as listed on Appendix "A" of this  
35 Agreement.

36

37 2. Service with Alaska Coastal Airlines, Inc. for employees who are  
38 members of the Alaska Coastal, Inc. Pension Plan (Group  
39 Annuity Contract No. 302 GAC with John Hancock Life

1 Insurance Company) shall count in meeting vesting requirements  
2 under the Alaska Plan and the eligibility requirements for  
3 membership in the plan and entitlement to minimum (normal,  
4 early and disability) benefits under the Alaska Plan.  
5

6 3. The employees named in Appendix "A" hereof shall have a  
7 vested right and be entitled to retirement pensions accrued  
8 under the terms of the Alaska Coastal Airlines, Inc. Pension Plan  
9 as set forth in Group Annuity Contract No. 302 GAC with the  
10 John Hancock Life Insurance Company up to December 31,  
11 1970. Monies deducted since that time shall be returned within  
12 sixty (60) days of the signing of this Agreement.  
13

14 4. The John Hancock Contract No. GAC 302 will be maintained for  
15 the purpose of funding benefits arising under the Alaska Coastal  
16 Pension Plan. The cost of the benefits provided under the  
17 Alaska Coastal Airlines, Inc. Pension Plan in respect to Service  
18 prior to January 1, 1971, shall be separately calculated by the  
19 Actuary and shall be reported on separately in any report  
20 submitted. The Company will fund any unfunded amount after  
21 allowing for such appropriate portion of the assets held under  
22 Group Annuity Contract No. 302 GAC by the John Hancock Life  
23 Insurance Company as may be certified by the Actuary over a  
24 period not exceeding 15 years from January 1, 1971.  
25

26 5. The employees named in Appendix "A" hereof shall not be  
27 entitled to any benefits in the Alaska Airlines, Inc. Retirement  
28 Plan for IAM employees for any period prior to January 1, 1971.  
29

30 6. The foregoing Agreements shall take effect subject to the  
31 approval of the Internal Revenue Service which approval shall be  
32 sought by the Company. If such approval is not given, the  
33 parties hereto shall meet in an effort to effect changes in said  
34 Agreements in order to secure such approval. If said  
35 Agreements, nevertheless, fail to be approved by the Internal  
36 Revenue Service, or the parties are unable to agree upon  
37 changes designed to secure such approval, then and in any of  
38 such events, the matters covered by the Agreement shall be the  
39 subject of further negotiations between the Company and the  
40 Union in accordance with the provisions of the Railway Labor Act  
41 as amended.  
42

43 Signed this 11th day of June, 1971.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15

WITNESS:

FOR ALASKA AIRLINES, INC.

s/Robert E. Gray  
Robert E. Gray

WITNESS:

FOR INTERNATIONAL  
ASSOCIATION OF  
MACHINISTS AND AEROSPACE  
WORKERS

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

1  
2 8/24/73, Retired  
3 Hawley, R. D.  
4  
5 Houtary, H.E.  
6 5/7/77  
7  
8 Knipple, C.S.

Furloughed

Williamson, G.R.  
Medical LOA

1 LETTER #2

2 LETTER OF AGREEMENT

3  
4 ALASKA AIRLINES INCORPORATED and the AIRCRAFT  
5 MECHANICS FRATERNAL ASSOCIATION hereby agree that:  
6

7 1. The employees will continue to provide Technician and  
8 other required services in connection with all military traffic which the  
9 Company carries for the United States Government even though any or  
10 all of such employees withdraw from commercial airline service  
11 because of unresolved labor disputes, including disputes arising out of  
12 the contract termination date.  
13

14 2. Pay and other benefits for employees providing services  
15 within respective classifications in connection with military traffic carried  
16 for the United States Government, pursuant to Paragraph 1 hereof, will:  
17

18 (a) for any period prior to the opening date of the  
19 contract between the parties be governed by the then existing contract  
20 unless modified by agreement of the parties, and,  
21

22 (b) after the opening date of the contract be governed by  
23 either the contract that existed at or prior to the said labor dispute or  
24 the contract negotiated as a settlement of such dispute, whichever is  
25 more beneficial to the employees.  
26

27 3. To assure the movement of a particular flight under such  
28 circumstances, the Union will require certification by an appropriate  
29 Company-operating official designated by the Company for such  
30 purpose that such flight is in accordance with the specifications set  
31 forth in paragraph 1 above and will be exclusively for military flights  
32 deemed essential to the national defense.  
33

34 4. This understanding constitutes an amendment and  
35 modification of the Collective Bargaining Agreement between the  
36 parties hereto and, notwithstanding, any other provisions of said  
37 Collective Bargaining Agreement shall run concurrent with the  
38 Agreement except that it shall terminate on January 1, 1985 unless  
39 extended during negotiations by mutual agreement between the  
40 parties.  
41

42 Signed this 25th day of June, 1999.

43  
44 AIRCRAFT MECHANICS FRATERNAL FOR ALASKA AIRLINES, INC.

1 ASSOCIATION

2

3 s/O.V. Delle-Femine

4 O. V. Delle-Femine

5 National Director

6

7

s/Thomas R. O'Grady

Thomas R. O'Grady

A.V.P., Labor Relations

1 LETTER #3

2 LETTER OF AGREEMENT

3 between

4 ALASKA AIRLINES, INC.

5 and

6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

7  
8 It is hereby mutually understood and agreed, by and between the  
9 parties of this Letter of Agreement, that:

10  
11 An Aircraft Technician recalled from furlough or bidding a position  
12 requiring an A & P license, who does not possess a valid A & P license  
13 shall be given a period of ninety (90) calendar days from the effective  
14 date of his recall notice or bid award to secure such licenses. Failure  
15 to secure such licenses within this time period shall result in the  
16 employee being returned to his layoff status or being denied the bid.

17  
18 An employee being recalled or bidding such a position will not be  
19 placed in the position until he obtains such licenses.

20  
21 The license requirement will only apply until there are two (2)  
22 licensed Technicians on the shift. Thereafter, any aircraft technician  
23 may be awarded the bid or recalled to such a position.

24 Signed this 25th day of June, 1999.

25  
26 WITNESS: FOR ALASKA AIRLINES, INC.  
27 s/Steve K. Zerda s/Thomas R. O'Grady  
28 s/Kurtis R. Kinder Assistant V.P., Labor Relations  
29 s/Gail L. Neufeld

30  
31 WITNESS: AIRCRAFT MECHANICS FRATERNAL  
32 ASSOCIATION  
33 s/Curtis K. Levenson s/O. V. Delle-Femine  
34 s/Earl Clark National Director  
35 s/Kirsten Mountjoy  
36 s/Louie Key  
37



1 LETTER #4

2 LETTER OF AGREEMENT

3 between

4 ALASKA AIRLINES, INC.

5 and

6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

7  
8 The Company may utilize employees covered by the "C.O.P.S."  
9 contract to perform ramp service functions at Petersburg, Wrangell and  
10 Glacier Bay, and may utilize employees covered by the "Technician  
11 and Related" contract to perform work covered by the "C.O.P.S."  
12 contract at Cordova and Yakutat. When there are six (6) or more full  
13 time (or equivalent) hourly rated employees at any of the above  
14 stations, additional employees hired into the station shall be covered by  
15 the Agreement not in effect upon signing at that location, however, the  
16 employees may continue to perform the functions covered under both  
17 Agreements.

18  
19 At small stations (four or less daily departures), the COPS,  
20 Ramp/Stores and/or Technician & Related, shall perform all work  
21 functions (e.g. A CSA may load baggage and a rampserviceman may  
22 board passengers).

23  
24 No employees shall be furloughed to achieve the above  
25 procedure, nor shall C.T.O.'s be included within a station for this  
26 purpose.

27  
28 Signed this 25th day of June, 1999.

29  
30 WITNESS: FOR ALASKA AIRLINES, INC.  
31 s/Steve K. Zerda s/Thomas R. O'Grady  
32 s/Kurtis R. Kinder Assistant V.P., Labor Relations  
33 s/Gail L. Neufeld

34  
35 WITNESS: AIRCRAFT MECHANICS FRATERNAL  
36 ASSOCIATION

37 s/Curtis K. Levenson s/O. V. Delle-Femine  
38 s/Earl Clark National Director  
39 s/Kirsten Mountjoy  
40 s/Louie Key

41

1 LETTER #5

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  
13 Prudhoe Bay, Alaska; and,

14  
15 WHEREAS, it is the Union's desire that its members be utilized to  
16 staff that station; and,

17  
18 WHEREAS, the remote location of Prudhoe and the lack of  
19 normal living facilities present unique working conditions not  
20 contemplated in the Labor Agreement between the parties;

21  
22 NOW, THEREFORE, it is agreed that the provisions of the basic  
23 Labor Agreement shall apply to the Prudhoe Bay Station with the  
24 following modifications:

25  
26 1. Article 4, Classification of Work

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

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

1  
2 c. The Company may not subcontract work normally covered  
3 by the Basic Agreement except when specific skills, equipment or  
4 facilities are not present at the station, when customers require the use  
5 of their own or a subcontractor's employees, and in emergency  
6 situations beyond the Company's control.  
7

8 2. Article 5, Hours of Service

9 a. The Work Day shall be twelve (12) hours of work, except  
10 for the day rotated into and out of the station to commence and end a  
11 tour of duty, with an unpaid lunch period(s) not to exceed two (2) hours  
12 in aggregate. One-half hour of lunch period shall be scheduled to be  
13 within one hour of the middle of the shift.  
14

15 b. The Work Week shall be seven (7) consecutive twelve (12)  
16 hour days (except as set forth in 2.a. above) totaling eighty-four (84)  
17 hours.  
18

19 c. A normal tour of duty shall be fourteen (14) consecutive  
20 days (168 hours) followed by fourteen (14) consecutive days free from  
21 duty away from the station.  
22

23 d. There shall be no shift differential.  
24

25 e. Part-time employees (working less than twelve (12) hours  
26 per day) may be utilized, but shall work a minimum of six (6) hours per  
27 day.  
28

29 f. Vacation, sick leave and Workmen's Compensation  
30 absences may be covered by relief shift employees working irregular  
31 tours at normal compensation.  
32

33 g. A shift realignment will occur once a year at the Prudhoe  
34 station during the month of September and will be awarded by  
35 classification seniority within the classification.  
36

37 3. Article 6, Overtime

38 a. Overtime shall apply to any work performed in excess of  
39 twelve (12) hours in any work day. It shall be paid at the time and one-  
40 half (1-1/2) rate.  
41

42 b. Employees unable to leave the station at the end of their  
43 fourteen (14) day tour of duty because of lack of Company  
44 transportation from Prudhoe to FAI/ANC will, for pay purposes, be  
45 considered to be on actual duty. If required to work, overtime at the  
time and one-half rate shall apply. Those employees unable to return

1 to work through no fault of their own because of a lack of Company  
2 transportation from FAI/ANC to Prudhoe will be considered to be on  
3 actual duty and will be paid at their normal rate of pay.  
4

5 4. Article 7, Holidays

6 Holidays shall not apply to the station, except that Prudhoe Bay  
7 employees who work the holiday shall be compensated at the double  
8 time (2x) rate for all hours worked. Prudhoe Bay employees who are  
9 not on their tour of duty shall receive holiday pay which is a daily  
10 average of the number of hours the employee worked during their last  
11 tour of duty.  
12

13 5. Article 10, Vacancies

14 a. The bidding of vacancies shall be by "permanent" or  
15 "preference" bid as set forth in Section 10.J., of the Agreement but shall  
16 apply to all classifications.  
17

18 b. When an employee covered by this Agreement is not  
19 available to fill a vacancy, after exhausting procedure set forth in the  
20 basic Agreement and after the Company has first asked for volunteers  
21 to fill the vacancy temporarily until a new employee is hired,  
22 management employees may perform any necessary functions for  
23 thirty (30) days.  
24

25 c. If an employee is unable to cope with the environment or  
26 working conditions within ninety (90) days of being awarded the bid, he  
27 will be allowed to return to his former position (if his seniority so allows)  
28 with a thirty (30) calendar day written notice to the Company.  
29

30 d. For vacancies of thirty (30) days or less the Company shall  
31 have the option of the following procedures in any order:  
32

33 1) Hire a new employee on a temporary basis.

34 2) Select any volunteer at any station on the system.

35 3) Offer the position to those employees who have  
36 preference bids on file for the Classification and station, in seniority  
37 order. If none accept, the Company shall have the right to assign the  
38 junior employee with a preference bid on file.  
39  
40

41  
42 e. Any employee who is absent from the Prudhoe station for  
43 reasons other than vacation or approved personal LOA for more than  
44 two (2) work rotations in a twelve month period shall be considered  
45 unfit for assignment to the station and shall be furloughed.

1  
2 6. Article 13, Vacations

3 Vacations shall be bid in increments of at least one-half (1/2) a  
4 tour of duty; that is, seven (7) consecutive days. It shall be paid for on  
5 the basis of the employee's normal scheduled hours per day and shall  
6 be accrued on the basis of the same relative accrual as set forth in the  
7 basic Agreement reduced to an hourly rate.  
8

9

10	Accrual Rate in Minutes per Straight Time Hour Worked	Years of Service
11		
12	2.50	0 - 4
13	4.65	5 - 11
14	6.94	12 - 20
15	7.50	21 and over

16

17 7. Article 14, Sick Leave

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

25 8. Article 15, Transportation

26 a. The Company will provide "Positive Space, Service Charge  
27 Waived" transportation (subject to displacement for over-sales)  
28 between Prudhoe and the employee's home of record on Alaska  
29 Airlines system for normal rotation of tours of duty.  
30

31 b. Section 15, C. 1-4, shall not apply for transfers to the  
32 Prudhoe Station.  
33

34 c. The Company's Pass Policy, System Regulations 6.000-  
35 6.600, shall not apply to transportation to and from the Prudhoe  
36 Station.  
37

38 d. Transfer and moving expenses shall not apply to the  
39 Prudhoe Bay Station.  
40

41 9. Article 21, General and Miscellaneous

42 a. All employees shall be provided uniforms at Company  
43 expense. Parkas and gloves will be provided for all employees  
44 required to work out of doors. The employee shall be responsible for

1 maintaining his uniform in a clean, presentable condition. Cleaning  
2 facilities will be provided by the Company.

3  
4 b. The Company shall prepare and maintain "Station Rules"  
5 which shall govern the operation of the station and the conduct of the  
6 employees at the station. The rules shall not discriminate nor coerce  
7 the employee and shall not conflict with this Agreement or the basic  
8 Agreement. Each employee shall receive and sign for a set of these  
9 rules attesting his compliance prior to being awarded a position at the  
10 station.

11  
12 c. Room and board at Prudhoe shall be furnished to  
13 employees assigned to the station at Company expense.

14  
15 Signed this 25th day of June, 1999.

16  
17 WITNESS: FOR ALASKA AIRLINES, INC.  
18 s/Steve K. Zerda s/Thomas R. O'Grady  
19 s/Kurtis R. Kinder Assistant V.P., Labor Relations  
20 s/Gail L. Neufeld

21 WITNESS: AIRCRAFT MECHANICS  
22 FRATERNAL ASSOCIATION  
23 s/Curtis K. Levenson s/O. V. Delle-Femine  
24 s/Earl Clark National Director  
25 s/Kirsten Mountjoy  
26 s/Louie Key  
27

1  
2 LETTER #// 6

3 TO ALL TECHNICIANS  
4 AND RELATED EMPLOYEES

5  
6 Chemical dependency abuse is one of the leading health problems,  
7 resulting in human tragedy and economic loss. We believe that  
8 Chemical dependence is an illness, which can be successfully treated.  
9 The Employee Assistance Program (EAP) will help any employee who  
10 needs and accepts treatment. To accomplish this, the Employee  
11 Assistance Program, in conjunction with the AMFA and with the  
12 cooperation of the Alaska Airlines management, offers a program to  
13 diagnose and treat this disease.

14  
15 YOUR JOB SECURITY WILL NOT BE JEOPARDIZED BY  
16 REQUESTING AND/OR ACCEPTING HELP AND TREATMENT

17  
18 The benefits under our Group Hospitalization and Medical Insurance  
19 Plan, as well as Alaska Airlines' Sick Leave benefits, will be provided  
20 for those employees requiring treatment for a chemical dependence  
21 problem.

22  
23 The importance of this program to the afflicted individual cannot be  
24 over-emphasized. The need for his cooperation in responding to  
25 treatment by trained professionals also cannot be over-emphasized.

26  
27 THE ALTERNATIVE in failing to accept help and treatment could be  
28 loss of job and, finally, life itself. Unfortunately, the problem may not be  
29 obvious to the person struggling with this terrible disease. It may be  
30 more evident to their family, friends and fellow employees. All  
31 employees must accept a responsibility in the control of this disease  
32 among their peers.

33  
34 ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST  
35 CONFIDENCE. Should you desire assistance, please contact your  
36 Employee Assistance Program Coordinator or Airline Representative.

37  
38  
39  
40  
41 Signed this 25th day of June, 1999.

42  
43 s/O.V. Delle-Femine  
44 O. V. Delle-Femine  
45 National Director

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

1 LETTER # 7

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  
13 support services to other Carriers and,

14  
15 WHEREAS, it is the desire of the Union to assist the Company in  
16 this endeavor and,

17  
18 WHEREAS, the current scope clause within the Agreement is not  
19 clear as to work performed for other carriers,

20  
21 NOW, THEREFORE, it is agreed that this Understanding will  
22 modify Article 2, the Scope of Agreement to include subcontracts from  
23 other carriers as follows:

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

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

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

43  
44 Article 3.C. Status of Agreement



1 A work stoppage by any labor organization against Alaska  
2 Airlines, including those classifications under the basic Agreement,  
3 shall not affect the continuation of work to provide ground support  
4 services to any other carriers to which the Company has contracted to  
5 supply such services. It is understood and agreed that those  
6 employees will not be required to perform any work or services on  
7 Alaska Airlines aircraft in the event of a work stoppage on Alaska  
8 Airlines. In the event of a strike against any one of the carriers for  
9 which Alaska Airlines has contracted Ground Services, employees  
10 under this Agreement will not be required to perform work for that  
11 struck carrier.

12  
13 Article 5. Hours of Service

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

17  
18 Article 5.M. Part Time Employees - Airport Services Only

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

21  
22 2. The part time employee's work week shall not be  
23 scheduled to exceed twenty-four (24) hours in any seven (7)  
24 consecutive days.

25  
26 3. Part time employees shall accrue active service time  
27 for computing seniority and employee benefits on a pro rated basis.  
28 Part time employees scheduled to work 20 or more hours shall be  
29 included in the group insurance program. Part time employees working  
30 less than twenty (20) hours may elect to be included in the program  
31 with the Company paying one-half (1/2) of the cost.

32  
33 4. There shall be no part time inspectors or lead  
34 technicians. The number of part time employees will not exceed twelve  
35 and one-half (12 ½) percent of the employees in the classification of  
36 technician and above without the mutual agreement of the Company  
37 and AMFA.

38  
39 5. The following rules shall govern the establishment of  
40 part time positions consistent with Articles 9 And 10:

41  
42 a. Full time employees being furloughed need not  
43 accept part time positions in lieu of furlough.  
44

1                   b. Prior to hiring part time employees, furloughed  
2 employees (full and part time) must be offered the positions.

3  
4                   c. Furloughed part time employees must accept  
5 part time openings or forfeit seniority.

6  
7                   d. Full time employees on furlough need not  
8 accept part time openings.

9  
10                  6. There shall be no split shifts except for part time  
11 employees assigned to work days with an overall span of ten (10) (or  
12 more) hours, but not to exceed eleven (11) hours.

13  
14                  7. For the assignment of Holiday and Overtime work,  
15 full time employees will be offered/assigned those hours which would  
16 normally accrue to full time work, and part time employees will be  
17 offered/assigned those hours which would normally accrue to part time  
18 work.

19  
20                  Article 9. Seniority

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

33  
34                  Article 19.D.4. Severance Disallowance

35  
36                  Cancellation of an Airport Service contract, or portion thereof,  
37 with the Company by another carrier.

38  
39                  In order to promote harmony, trust, confidence, and a positive  
40 productive effort by management and the representatives of other  
41 carriers and the employees covered by this Agreement, every effort  
42 shall be made by the Company to instruct the representatives of the  
43 other carriers to work through the Leads except in an unusual or  
44 emergency situation.

1 This Memorandum of Understanding shall become effective on date of  
2 signing. It shall run concurrent with the next basic Agreement between  
3 the parties and shall remain in full force and effect until mutually  
4 amended by the Company and the Union.  
5

6 Signed this 25th day of June, 1999.  
7

8 WITNESS: FOR ALASKA AIRLINES, INC.  
9

10 s/Steve K. Zerda s/Thomas R. O'Grady  
11 s/Kurtis R. Kinder Assistant V.P., Labor Relations  
12 s/Gail L. Neufeld  
13

14 WITNESS: AIRCRAFT MECHANICS FRATERNAL  
15 ASSOCIATION  
16

17 s/Curtis K. Levenson s/O. V. Delle-Femine  
18 s/Earl Clark National Director  
19 s/Kirsten Mountjoy  
20 s/Louie Key  
21

1 LETTER #// 8  
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  
12 the provisions of the Railway Labor Act, as amended, by and between  
13 ALASKA AIRLINES, INC. (hereinafter referred to as the "Company")  
14 and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
15 (hereinafter referred to as the "Association").  
16

17 WHEREAS, In an effort to recognize the need to promote Aviation  
18 Safety and to prevent accidents and incidents by encouraging  
19 employees to voluntarily report safety issues and events that may  
20 otherwise be unobtainable. An Aviation Safety Action Program (ASAP)  
21 provides a vehicle whereby employees of participating air carriers can  
22 identify and report safety issues to management and to the FAA for  
23 resolution, without fear that the FAA will use reports accepted under  
24 the program to take legal enforcement action against them, or that the  
25 company will use such information to take disciplinary action.  
26

27 The elements of the ASAP are set forth in a Memorandum of  
28 Understanding (MOU) between the FAA, Company, and the  
29 Association.  
30

31 NOW, THEREFORE, the parties agree to voluntarily participate in  
32 an ASAP program under the guidance of the MOU. Any party may  
33 opt out of the program at any time and therefore terminating this  
34 LOA.  
35

36 An Association Event Review Committee (ERC) representative and  
37 Alternate ERC representative will be elected by the Alaska Airlines  
38 AMFA Membership. The Alternate ERC representative will assume the  
39 duties of the Primary ERC representative in his/her absence.  
40

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

4  
5 The normal work schedule for the Primary ERC representative will be  
6 Day shift Monday through Friday, but starting times may vary to  
7 accommodate schedule variations.

8  
9 The Company will provide the Association's ASAP Representative like  
10 travel privileges as the Company and FAA ERC Representatives  
11 receive over the Company's system while performing his ASAP duties.

12  
13  
14 WITNESS: FOR ALASKA AIRLINES, INC.

15  
16 s/Dave Schwartz s/Cathryn V. Dammel  
17 Staff V.P./Labor and Employment Law  
18 s/Brian Hirshman  
19 Staff V.P./Maintenance

20  
21 WITNESS: AIRCRAFT MECHANICS FRATERNAL  
22 ASSOCIATION

23  
24 s/Earl Clark s/Louie Key  
25 s/Brian E. Holl Region 1 Director  
26 s/Alan Templeman  
27 s/Frank Boksanske  
28 National Safety & Standards Director

1 Letter #9

2 AGREEMENT  
3 between  
4 ALASKA AIRLINES, INC.  
5 and  
6 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
7

8 WHEREAS, Alaska Airlines, Inc. (the "Company") and the Aircraft  
9 Mechanics Fraternal Association ("AMFA") desire to establish job  
10 security for the presently active members of the bargaining unit,  
11

12 NOW, THEREFORE, the parties agree:  
13

14 1. Effective on the date of signing of this Letter of Agreement  
15 through October 17, 2016, the company will not subcontract any  
16 scheduled line maintenance work currently performed by AMFA  
17 employees in Anchorage, Juneau, Seattle, Portland, Oakland, San  
18 Francisco, Los Angeles, Phoenix, nor will the Company lower the  
19 classification of any of the above stations in the GPM, provided Alaska  
20 Airlines continues to operate at that station. The Company further  
21 agrees that during the above stated period, the Company will refrain  
22 from layoffs (i.e., where no bumping rights) of any AMFA-represented  
23 employee, who is actively employed or on an approved leave of  
24 absence as of the October 17, 2011 of signing of this Agreement. No  
25 other individuals shall enjoy any rights under this Letter of Agreement.  
26

27 2. Provided, however, the Company shall be excused from  
28 compliance with the above "no-layoff" provision:  
29

30 a) to the extent that a circumstance over which it does not  
31 have control is the cause of such non-compliance. The term  
32 "circumstance over which it [i.e., the Company] does not have control"  
33 includes a natural disaster; an act of terrorism; work disruption or  
34 stoppage that prevents the Company from operating its planned  
35 schedule for thirty (30) days or more; grounding of a substantial  
36 number of the Company's aircraft by or through the actions of a  
37 government agency; reduction in flying operations because of the  
38 unavailability of an adequate fuel supply; revocation of the Company's  
39 operating certificate; or military action or a national emergency that  
40 prevents the Company from operating its planned schedule for thirty  
41 days or more.  
42

43 **b) in the event economic conditions result in the**  
44 **Company reducing the number of operating aircraft and/or**

1 **capacity by 10% or more, (excluding seasonal fluctuations, as**  
2 **measured in available seat miles) for a duration of 120 (one**  
3 **hundred and twenty) days or longer. Affected technicians will be**  
4 **recalled in accordance with Article 9 commensurate to the rate of**  
5 **aircraft and/or capacity returned to service. However, in no**  
6 **instance, will the percentage reduction of Technicians exceed the**  
7 **percentage reduction in aircraft and/or capacity.**  
8

9 3. The parties affirm that the duration stated in paragraph 1,  
10 above, shall be subject to extension hereafter only upon the mutual,  
11 written agreement of the Company and AMFA. The parties specifically  
12 agree that, absent such an extension agreement, the protections  
13 afforded employees by this Letter of Agreement shall be deemed to  
14 expired on date (one day prior to amendable date) and AMFA will not  
15 assert otherwise in any forum on any basis (contractual or legal),  
16 including but not limited to an assertion that the furlough restrictions set  
17 forth in this Letter of Agreement are or can somehow be extended by  
18 the status quo provisions of the Railway Labor Act, 45 U.S.C. § 156.  
19

20 This Letter of Agreement shall become effective on the October  
21 17, 2011. It shall remain in full force and effect according to its terms  
22 as above-stated.

23 Signed this 1<sup>st</sup> day of December, // **2011**.

24 WITNESS: FOR ALASKA AIRLINES, INC.  
25 s/Sonia Alvarado s/Shane Tackett  
26 s/Bob Hartnett VP Labor Relations  
27 s/Kurt Kinder s/Fred Mohr  
28 VP Maintenance & Engineering  
29

30 AIRCRAFT MECHANICS  
31 WITNESS: FRATERNAL ASSOCIATION  
32 s/Tim Cullen s/Earl Clark  
33 s/Mark Dahl AMFA Region 1 Director  
34  
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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 This Letter of Agreement is made and entered into in accordance with  
11 the provisions of the Railway Labor Act, as amended, by and between  
12 ALASKA AIRLINES, INC. (hereinafter referred to as the "Company")  
13 and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
14 (hereinafter referred to as the "Association").

15  
16 Whereas the parties are interested in implementing an electronic  
17 preference bidding system consistent with the intent of Article 10,  
18 Vacancies, both parties agree to the following:

- 19  
20 1. The Company may implement an electronic bidding system for  
21 use in all aspects of vacancy bidding as outlined in Article 10,  
22 utilizing approved electronic media, with the following  
23 provisions:  
24  
25 2. A Technician who does not have access to such media may  
26 place a preference bid by contacting their local Union  
27 Representative or local management and requesting that they  
28 place a bid for them through the established system. A copy of  
29 that bid will be forwarded to the requesting Technician.  
30  
31 3. All bids will be effective immediately, and the receipt of such  
32 bid shall be the printed screen indicating that the bid has been  
33 sent or accepted.  
34  
35 4. Bids submitted for a posted position will only remain active until  
36 the posted position is filled. All other bids will be considered  
37 annual bids and must be renewed between January 1 and  
38 January 15 of each year to remain in effect.  
39  
40 5. No paper bids will be accepted after the implementation of the  
41 approved electronic system.  
42  
43 6. All other rules as outlined in Article 10 shall apply.



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Signed this 31<sup>st</sup> day of August, 2009.

WITNESS:

FOR ALASKA AIRLINES, INC.

s/Kurt Kinder  
Managing Director, Line Maintenance

s/Dennis Hamel  
VP Employee Services

s/Sonia Alvarado  
Manager, Labor Services

s/Fred Mohr  
VP Maintenance and Engineering

WITNESS:

AIRCRAFT MECHANICS  
FRATERNAL ASSOCIATION

s/Mark Dahl  
Airline Representative  
Local 32

s/Earl Clark  
AMFA Region 1 Director

s/Timothy Cullen  
Airline Representative  
Local 14

1 Letter # // 11

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  
12 the provisions of the Railway Labor Act, as amended, by and between  
13 ALASKA AIRLINES, INC. (hereinafter referred to as the "Company")  
14 and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION  
15 (hereinafter referred to as the "Association").

16  
17 Whereas, the parties are interested in providing alternate/flexible work  
18 schedules in an effort to protect current positions, foster future job  
19 growth, provide optimum support of the Alaska Airlines flight schedule,  
20 as well as provide a better quality of life for employees, both parties  
21 agree to implement the following:

22  
23 Flexible/Alternate work schedule provision:

24  
25 The parties agree to discuss, develop and implement flexible/alternate  
26 work schedule proposals and all associated work rules and  
27 responsibilities, including overtime, vacancy bidding, and any other  
28 which would apply to each unique proposal.

29  
30 Upon approval of a newly established station utilizing a mutually  
31 agreed to flexible/alternate schedule, the established schedule will be  
32 included in the vacancy posting.

33  
34 Any subsequent vacancy posting for a location that utilizes a  
35 flexible/alternate schedule will include a notification that a  
36 flexible/alternate schedule agreement exists.

37  
38 Either party may submit proposals at the local level, which will then  
39 require approval by mutual agreement of the Company Senior  
40 Leadership and the appropriate AMFA Airline Representative.

41  
42 Should the parties fail to agree on a proposal, existing collective  
43 bargaining agreement language shall apply.

1  
2 Discussion and resolution of proposals will occur in a timely manner.  
3

4 Signed this 31<sup>st</sup> day of August, 2009.

5  
6 WITNESS: FOR ALASKA AIRLINES, INC.  
7

8 s/Kurt Kinder s/Dennis Hamel  
9 Managing Director, Line Maintenance V P Employee Services

10  
11 s/Sonia Alvarado s/Fred Mohr  
12 Manager, Labor Services V P Maintenance & Engineering  
13

14  
15 WITNESS: AIRCRAFT MECHANICS  
16 FRATERNAL ASSOCIATION  
17

18 s/Mark Dahl s/Earl Clark  
19 Airline Representative AMFA Region 1 Director  
20 Local 32

21  
22 s/Timothy Cullen  
23 Airline Representative  
24 Local 14  
25

1 Letter # 12

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

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

16 WHEREAS, it is in the best interests of the Company, the  
17 Association and employees to enhance the options for utilizing  
18 vacation benefits.  
19

20 NOW, THEREFORE, we agree to test this alternative procedure for  
21 utilizing accrued vacation time.  
22

23 As an alternative to the vacation options listed in Article 13, for  
24 vacation bidding the following option will apply.  
25

26 Prior to vacation bidding employees will be notified of their  
27 available vacation and provided an opportunity to receive pay in  
28 lieu of taking vacation under the following guidelines. Those  
29 employees who have earned and accrued vacation hours in  
30 excess of one full year's accrual will have the opportunity to "cash  
31 out" excessive accrued vacation time that is in excess of one full  
32 year's accrual amount up to a maximum of the amount of vacation  
33 taken as defined below:  
34

35 For year 2012 the employee can "cash out" up to a maximum  
36 equal to the amount of vacation taken in the previous 24 months.  
37

38 For year 2013 the employee can "cash out" up to a maximum  
39 equal to the amount of vacation taken in the previous 18 months.  
40

41 For year 2014 the employee can "cash out" up to a maximum  
42 equal to the amount of vacation taken in the previous 12 months.  
43

1 Once employees have declared their intent to “cash out”, the  
2 remaining vacation hours will be used in calculating the vacation  
3 periods to be posted. The employees vacation accrual reserve,  
4 after this cash out opportunity, will then be posted and available  
5 for vacation bidding as outlined in paragraph C. of Article 13.

6  
7 The “cash out” of vacation will be declared between September  
8 1st and September 20th and the payout will occur in the month of  
9 November each year of this Agreement.

10  
11 Following vacation bidding in each of the years 2012, 2013 and  
12 2014 the parties will meet to assess the process for its  
13 effectiveness and to consider and implement any mutually agreed  
14 to changes for the following year.

15  
16 This letter will expire December 31, 2014, unless the Company and  
17 the Airline Representative(s) mutually agree to extend this letter  
18 following this test period.

19  
20 Signed this 1<sup>st</sup> day of December, 2011.

21  
22  
23 WITNESS: FOR ALASKA AIRLINES, INC.  
24 s/Sonia Alvarado s/Shane Tackett  
25 s/Bob Hartnett VP Labor Relations  
26 s/Kurt Kinder s/Fred Mohr  
27 s/Marie Underwood VP Maintenance & Engineering

28  
29 AIRCRAFT MECHANICS  
30 WITNESS: FRATERNAL ASSOCIATION  
31  
32 s/Tim Cullen s/Earl Clark  
33 s/Mark Dahl AMFA Region 1 Director  
34 s/Louie Key  
35 AMFA National Director  
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1 Letter # 13

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  
13 between ALASKA AIRLINES, INC. (hereinafter referred to as the  
14 "Company") and the AIRCRAFT MECHANICS FRATERNAL  
15 ASSOCIATION (hereinafter referred to as the "Association").

16  
17 WHEREAS, the Company along with the Association strives to  
18 promote wellness, control costs and make improvements to the  
19 health care coverage available to our employees.

20  
21 WHEREAS, it is in the best interests of the Company, the  
22 Association and employees to improve the quality and  
23 affordability of our health care.

24  
25 NOW, THEREFORE, we commit to work together and partner in  
26 the following manner:

27  
28 The Company and the Association will work jointly in quarterly  
29 meetings to learn more about the challenges of providing a  
30 benefits plan that can adapt with the market, fostering and  
31 encouraging quality care and good outcomes at costs affordable  
32 to the Company and to our employees.

33  
34 The Company will develop and share medical plan claims data, at  
35 a level that is compliant with privacy requirements, on a regular  
36 basis to increase the awareness of trends and of the costs of our  
37 plan, and explore specific recommendations to reduce or  
38 minimize the impact of escalating health care claims costs.

39  
40 We will share a willingness to explore, and if mutually agreed, test  
41 new plan designs and new tools which will help incent informed  
42 and thoughtful consumer behavior in our members' choice of  
43 medical providers and discretionary treatments as well as

1 encourage informed dialog with providers. These tools should  
2 promote and incent wellness programs to maintain and improve  
3 the health of all of our members and work to reduce wasteful  
4 medical treatments and procedures.

5  
6 We share a commitment to work together during the term of the  
7 Agreement to implement agreed upon wellness programs and  
8 incentives, cost containment and “value based” benefits with  
9 applicable incentives and other mutually agreed affordable health  
10 care programs with demonstrated good outcomes, with flexibility  
11 on the part of both parties to remove, with mutual agreement, any  
12 contractual barriers which might otherwise impede a successful  
13 enhancement of such programs.

14  
15 Signed this 1<sup>st</sup> day of December, 2011.

16  
17 WITNESS: FOR ALASKA AIRLINES, INC.

18  
19 s/Sonia Alvarado s/Shane Tackett  
20 s/Bob Hartnett VP Labor Relations  
21 s/Kurt Kinder s/Fred Mohr  
22 s/Marie Underwood VP Maintenance & Engineering

23  
24 AIRCRAFT MECHANICS  
25 WITNESS: FRATERNAL ASSOCIATION

26  
27 s/Tim Cullen s/Earl Clark  
28 s/Mark Dahl AMFA Region 1 Director  
29 s/Louie Key  
30 AMFA National Director

1 Letter # 14

2  
3 Letter of Agreement  
4 by and Between  
5 Alaska Air Group, Inc.,  
6 Alaska Airlines, Inc.,  
7 and

8 Aircraft Mechanics Fraternal Association  
9 as representative of the Mechanics and Related Employees  
10 employed by Alaska Airlines, Inc.

11  
12 Alaska Air Group, Inc. (“AAG”), Alaska Airlines, Inc. (“Alaska”),  
13 and the Aircraft Mechanics Fraternal Association (“AMFA”), as  
14 representative of the Mechanics and Related Employees employed  
15 by Alaska (the “Employees”), agree as follows:

16  
17 1. AAG, as parent of Alaska, desires to join with Alaska and  
18 AMFA in protecting and preserving the work of the Employees  
19 because doing so enhances the value of AAG’s investment in  
20 Alaska by providing additional protection to the ongoing stability  
21 in the relationship between Alaska and the Employees and  
22 providing greater financial strength to Alaska.

23  
24 2. AAG has reviewed and is familiar with the terms of Section  
25 3 (Status of the Agreement) of the 2011 Collective Bargaining  
26 Agreement between Alaska and AMFA (the “Agreement”).

27  
28 3. AAG will comply with, and will require Alaska and any  
29 Successor, as defined in Section 3 of the Agreement, to comply  
30 with Sections 3.E, 3.F, 3.G, and 3.H of the Agreement.

31  
32 4. This Letter of Agreement becomes effective on the  
33 effective date of the Agreement and will remain in effect  
34 concurrent with the Agreement and any status quo period  
35 applicable to the Agreement under the Railway Labor Act (RLA).

36  
37 The parties have attested to their agreement to all of the foregoing  
38 terms by signing this Letter of Agreement effective this 1<sup>st</sup> day of  
39 December, 2011.

40  
41 WITNESS: FOR ALASKA AIRLINES, INC.

42  
43 s/William S Ayer s/Bradley D Tilden  
44 Chairman & CEO President



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**WITNESS:**

**s/Louie Key  
AMFA National Director**

**AIRCRAFT MECHANICS  
FRATERNAL ASSOCIATION**

1 Letter #15

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  
12 accordance with the provisions of the Railway Labor Act, as  
13 amended, by and between ALASKA AIRLINES, INC. (hereinafter  
14 referred to as the "Company") and the AIRCRAFT MECHANICS  
15 FRATERNAL ASSOCIATION (hereinafter referred to as the  
16 "Association").

17  
18 WHEREAS, In an effort to recognize the Alaska Airlines  
19 technicians professionalism and valued contributions during the  
20 negotiating process and their long term commitment under this  
21 Agreement the Company agrees to pay each active employee  
22 (including those on Military Leave of Absence) covered under this  
23 agreement a one time payment of One Thousand Five  
24 Hundred(\$1,500.00) dollars to be paid as soon as administratively  
25 possible after the Date of Signing of this agreement

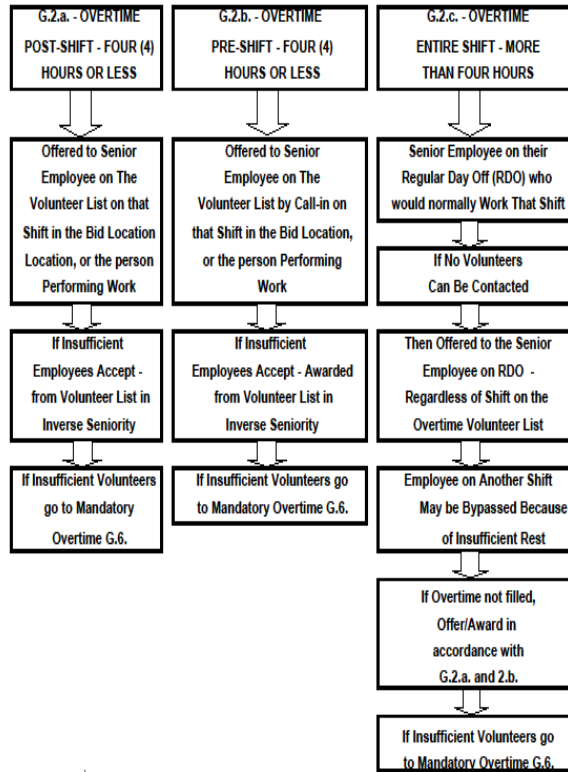
26  
27 Signed this 1<sup>st</sup> day of December, 2011.

28 WITNESS: FOR ALASKA AIRLINES, INC.  
29 s/Sonia Alvarado s/Shane Tackett  
30 s/Bob Hartnett VP Labor Relations  
31 s/Kurt Kinder s/Fred Mohr  
32 s/Marie Underwood VP Maintenance & Engineering

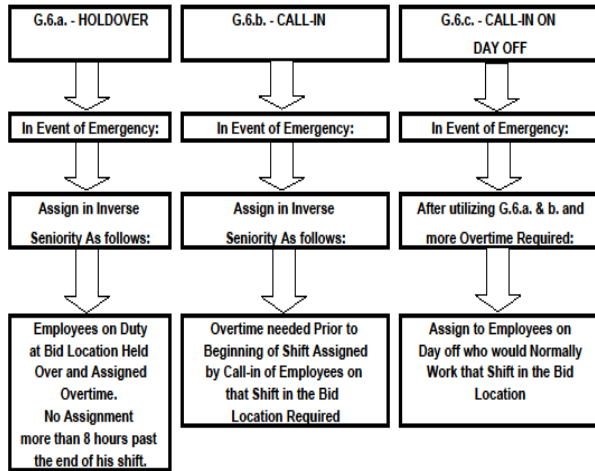
33  
34 WITNESS: AIRCRAFT MECHANICS  
35 FRATERNAL ASSOCIATION  
36 s/Tim Cullen s/Earl Clark  
37 s/Mark Dahl AMFA Region 1 Director  
38 s/Louie Key  
39 AMFA National Director

**"APPENDIX B"**  
**AMFA**  
**VOLUNTARY OVERTIME**

Article 6, Paragraph G.



**AMFA**  
**MANDATORY OVERTIME**  
Article 6, Paragraph G.6.





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