

1 |
2
3
4
5
6
7
8
9
10
11
12

2011 AMENDMENT
TO THE WORKING
AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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

1 **ARTICLE 1, PURPOSE OF AGREEMENT**

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

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

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

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

1 **ARTICLE 2, SCOPE OF AGREEMENT**

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

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

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

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

1 **ARTICLE 3, STATUS OF AGREEMENT**

2
3 A. This collective bargaining agreement, effective October 17, 2011, and all
4 letters of agreement and memoranda of understanding between the Company
5 and the Association, or as adopted after the effective date of this collective
6 bargaining agreement, collectively constitute the "Agreement". ~~The Union is~~
7 ~~recognized by the Company as its sole and exclusive collective bargaining agent~~
8 ~~for those employees of Alaska Airlines employed in // the class and crafts of~~
9 ~~airline technicians and ground service employees, whose classifications are~~
10 ~~covered by this Agreement, and i~~ In the event the Company opens a new base
11 such base shall be considered the same as a new department of the Company
12 and shall come under the Agreement.

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

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

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

43
44 E. This Agreement shall be binding upon any successor (including the
45 Company where it is the acquiring entity), assign, assignee, transferee,
46 administrator, executor and/or trustee (a "sSuccessor") of the Company resulting
47 from any transaction that involves transfer (in a single transaction or a multi-step
48 transaction) to any individual, group or entity ~~such successor of ownership and/or~~
49 ~~of control of~~ the Company or of ownership of a majority or greater of the all or
50 ~~substantially all of the equity securities and/or~~ assets of the Company. A

1 Successorship Transaction is defined as a single step or multi-step transaction
2 that gives rise to a Successor. The Company agrees that it shall not consummate
3 any Successorship ~~†~~Transaction that involves a transfer as defined herein until
4 the Successor agrees in writing to be bound by the terms of this ~~a~~Agreement and
5 to continue to operate the Company in accordance with this Agreement.
6

7 For purposes of this paragraph E, control of a corporation means ownership of or
8 power to exercise fifty (50) percent or more of the common stock of the
9 corporation or of securities with fifty (50) percent or more of the voting power of
10 all securities entitled to vote generally in the election of the corporation's board of
11 directors or equivalent governing body, or the power to appoint or elect or
12 prevent the appointment or election of a majority of the corporation's board of
13 directors or equivalent governing body. Control of an entity other than a
14 corporation means ownership or beneficial interest in fifty (50) percent or more of
15 the value of the aggregate interests in such entity.
16

17 F. The following provisions apply in the case of a ~~s~~Successorship
18 ~~†~~Transaction, as described in paragraph E. above, in which the Successor is an
19 air carrier or any corporate affiliate, alliance or acquisition of an air carrier. The
20 technicians and related groups shall be merged in accordance with the following:
21

22 1. The integration of the seniority lists of the technicians and related
23 shall be governed by Sections 2.a., 3 and 13 of the Allegheny-Mohawk LPP's.
24 The Successor shall accept the integrated seniority list, including any conditions
25 and restrictions established through the LPP proceedings, as applicable; and
26

27 2. The respective technicians and related collective bargaining
28 agreement shall be merged into one (1) agreement as the result of negotiations
29 with ~~AMFA-~~ the technician and related groups and the Successor. ~~;-and~~
30

31 a. The parties shall negotiate until such time as they have
32 either reached agreement on a single collective bargaining agreement, or
33 alternatively, are determined to have reached an impasse by a mediator
34 employed by the National Mediation Board. Should an impasse be declared, the
35 parties will submit all open issues to a panel of three (3) neutral arbitrators
36 selected from a list provided by the National Mediation Board. The interest
37 arbitration hearing shall be completed within three (3) months of the date of
38 submission to the panel of arbitrators and the panel's decision shall be issued no
39 later than thirty (30) days after the close of the hearing.
40

41 b. There shall be no system wide realignment of technician and
42 related group positions, or system rebid, resulting from the integration of the
43 seniority lists or the implementation of a single collective bargaining agreement
44 contemplated by this paragraph F that results in employees on the Alaska
45 Airlines Seniority List being involuntarily displaced/"bumped" from their station by
46 a pre-transaction employee of the Successor. This paragraph F.2.b shall not
47 restrict the Successor from the furloughing of employees from the integrated
48 seniority list due closure of a station or reduction in operations at a station.
49

1 | c. The aircraft (including all orders and options to purchase
2 | aircraft) and the maintenance operations of each pre-transaction air carrier shall
3 | remain separate until such time as the seniority lists for the technician and
4 | related groups are integrated and the collective bargaining agreements are
5 | combined in accordance with paragraphs F.1 and F.2 this Section 1.
6 |

7 | ~~3.G.~~ In the event of a transaction in which the Successor is not an air carrier or
8 | any corporate affiliate of an air carrier, the Successor shall, in addition to
9 | assuming all obligations under the Agreement, provide the technicians and
10 | related with Labor Protection Provisions as specified in this paragraph ~~E.F.~~

11 |
12 | ~~4.H.~~ Any and all disputes concerning alleged violations of this Paragraph ~~E.F.~~
13 | ~~shall be not~~ resolved by conference shall be resolved by final and binding
14 | arbitration. The Company and the Association agrees to arbitrate any grievance
15 | filed by the Association or the Company alleging violation of ~~this~~ Paragraph ~~E.F.~~
16 | on an expedited basis directly before a neutral arbitrator. The dispute shall be
17 | heard ~~expeditiously~~ no later than thirty (30) days following the ~~submission~~ filing of
18 | the dispute with the System Board to the neutral arbitrator and decided
19 | ~~expeditiously~~ no later than sixty (60) days after ~~submissions~~ such filing unless the
20 | parties agree otherwise in writing. The parties agree to abide by any arbitration
21 | award that is issued.

1 **ARTICLE 4, CLASSIFICATION OF WORK**

2
3 A. Lead Inspector

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

10
11 B. Inspector

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

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

42
43 D. Lead Aircraft Technician

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

50

1 E. Lead Avionics Technician

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

10
11
12 F. Lead Automotive Technician

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

19
20 G. Lead Facilities Technician

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

27
28 H. Lead Aircraft Machinist

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

35
36 I. On the Job Trainer

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

1 requirement initial and recurrent training, (i.e. engine run, taxi, LWMP, cold
2 weather procedures, fueling procedures); and specialized technical procedures
3 training. The above is not a classification, simply a description of the basic
4 functions of the various OJT classifications (i.e., Inspection OJT, Avionics OJT,
5 Aircraft OJT, Facilities OJT, Automotive OJT, and Fleet Service OJT.
6

7 With a seven (7) day notice, or by mutual consent to shorten the notice,
8 the OJT may be required to train off-shift if there is no qualified OJT on that shift.
9

10 When a qualified trainer is not available at a station, selection to cover the
11 required training at that station shall be made per Article 8, Field Service.
12

13 At management's discretion, to satisfy the training requirements of a bid
14 location, an OJT position may be utilized on a full time basis.
15

16 In all other instances, the Trainer will work in his basic classification as a working
17 member of the group and shall continue to receive the Trainer premium.
18

19 J. Technician

20 The work of Technicians shall consist of any and all work generally
21 performed by the Company in and about shops, maintenance bases, Company
22 buildings or equipment. In addition, when performed by the Company and not
23 contracted to an outside contractor, the work of a Technician shall include the
24 dismantling, repairing, assembling and erecting of machinery and mechanical
25 devices and automotive and building maintenance and repair work. Technicians
26 must be capable of performing their work satisfactorily and hold valid licenses as
27 required by Federal Law for specific jobs. Technicians may be required to
28 inspect and test parts in the shop to which they are assigned and the work they
29 perform. The above is not a classification, simply a description of the basic
30 functions of the various technician classifications (i.e., Avionics, Aircraft, Facilities
31 and Automotive).
32

33 Aircraft Technician

34 Aircraft Technicians' work shall consist of all phases of repair and
35 maintenance of aircraft and the dismantling, repairing, assembly, and erection of
36 machinery and mechanical devices and may also include minor building
37 maintenance, automotive repair, the repair and maintenance, exchange and
38 replacement of electronics or electrical components. Technicians entering the
39 classification of Aircraft Technician shall // possess:
40

- 41 a. A valid A & P license
- 42 b. 2 years transport category aircraft maintenance experience
43

44 The experience requirement may be waived by the Company.
45
46
47

48 2. Avionics Technician

1 The work of Avionics Technician shall consist of the repair and
2 maintenance of aircraft electrical and electronic equipment, maintenance of the
3 work area. Technicians entering the classification shall possess;

- 4
- 5 a. A valid General Radio-Telephone Operators License
- 6 b. Airframe license
- 7
- 8 c. Graduation certificate from an accredited civilian or military avionics
9 electronics program with a minimum of 60 semester hours
10 Or,
11 Two years of transport category aircraft maintenance experience.
- 12
- 13

14 The Airframe license requirement may be waived by the Company. The Airframe
15 license requirement would not apply to current Avionics Technicians as of DOS.

16

17

18 3. Facilities Technician

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

25

26 4. Automotive Technician

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

31

32 5. Aircraft Machinist

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

40

41 K. Lead Fleet Service

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

1 responsibility of the supervisor or manager. These Leads will not perform
2 management functions such as applying discipline or signing of timecards.

3
4 L. Fleet Service

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

13
14 M. Technician Helper

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

20
21 N. Lead Janitor

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

26
27
28 O Janitor

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

34
35 O.P.

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

49

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

5
6 | P.Q. All employees awarded a lead or lead inspector position who are being
7 evaluated in accordance with the requirements described in Article 10, shall pass
8 an applicable Lead test upon completion of the required Lead training course.
9 The current Lead tests, as mutually agreed upon by the Union and the Company,
10 shall be applicable to all Company locations. A minimum passing grade is 70%.
11 Prior to implementation, any changes in the current test shall be agreed to by
12 Aircraft Mechanics Fraternal Association.

13
14 | Q.R. When a Lead bid is awarded by Central Bidding, a copy of the bid award
15 will be sent to Maintenance training.

16
17 | R.S. Employees under this agreement may be cross-utilized in other
18 classifications for which they are qualified provided they are paid their normal
19 wage or the wage of the classification in which they are working, whichever is
20 greater. (see Article 23.G.)

21
22 | S.T. It is understood by the parties that the word technician is synonymous with
23 the word mechanic as used in all Company, governmental and manufacturer
24 manuals, policies, documents and other materials.

25
26 | T.U. In addition to the duties and responsibilities contained in Article 4,
27 paragraphs A. through NO., employees will also be responsible in each
28 classification as a portion of their regular duties for accomplishing all aspects of
29 hazardous material responsibilities for which they have been properly trained.

1 **ARTICLE 5, HOURS OF SERVICE**

2
3 A. Work Day

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

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

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

21
22 B. Work Week

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

27
28 2. A modified work week will consist of a seven (7) day period with four (4)
29 consecutive ten (10) hour work days and three (3) consecutive days off and shall
30 commence with the first day of work following the scheduled days off. ~~Three (3)~~
31 ~~consecutive days shall be scheduled as regular days off in each modified work~~
32 ~~week.~~

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

38
39 1. Late Lunch

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

46
47 2. Missed Lunch

48 a. If because of the operation, an employee fails to receive his
49 lunch period (missed lunch), he shall receive thirty (30) minutes straight time pay
50 for his missed lunch and also receive pay for all hours worked (overtime if

1 applicable). A graveyard shift employee who misses his lunch will receive the
2 applicable rate of pay for all hours actually worked plus thirty (30) minutes
3 straight time pay and thirty (30) minutes at time and one-half as compensation for
4 the missed lunch.

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

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

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

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

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

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

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

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

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

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

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

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

23
24 | ↴ Shifts shall be defined as follows:

25
26
27

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

31

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

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

43
44 M. Part-Time Employees

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

47
48 2. Part-time employees may be placed in permanent full time
49 positions by preference bidding or may be assigned full time temporarily.

1 Preference bids will be used to fill vacancies to and from full time and part time
2 positions.

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

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

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

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

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

17
18 b. For classifications above Fleet Service:

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

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

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

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

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

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

50

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

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

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

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

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

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

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

37
38 P. The Company will have a trade day policy.

39
40 Q. Relief Schedules and Relief Shift Schedules

41
42 1. Relief Schedules:

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

1 advance notice to assign the relief employee to another shift/days off may be
2 shortened by the consent of the relief employee.

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

8
9 2. Relief Shift Schedules:

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

14
15 Geographical Relief Schedules:

16 The Company, at its discretion, may create geographical (defined here as
17 multiple maintenance stations within 110 mile radius of each other) relief
18 schedules in order to provide coverage for scheduled/planned or other extended
19 absence, e.g. vacation, jury duty, etc. Employees bidding a geographical relief
20 schedule will bid a home location, shift and days off. Assignments to cover
21 absences by such geographical relief employees, where such assignments result
22 in a change in days off or shift must be made at least seven (7) days in advance.
23 Any employee working a relief schedule shall be paid the relief differential as
24 outlined in Article 28. The advanced notice to assign the relief employee to
25 another location/shift/days off may be shortened by the consent of the
26 geographical relief employee.

27
28 R. Lead Relief Schedules (For Lead Technicians and above)

29
30 1. Lead relief schedules may be created at the discretion of the
31 Company. The Lead working the relief schedule will work in the role as a Lead
32 only in those instances where a Lead is unavailable. In all other instances, the
33 Lead will work in the basic classification as a working member of the group,
34 unless otherwise assigned, however, he shall continue to receive Lead
35 differential and retain and accrue Lead seniority. Where necessary, a Lead
36 working a relief schedule will be assigned a schedule to cover for a Lead who is
37 unavailable. ~~on a scheduled/planned or other extended absence, e.g. vacation,~~
38 ~~jury duty, etc.~~

39
40 ~~2. In all other instances (unscheduled/unplanned or other short~~
41 ~~duration absences), where the scheduled Lead is unavailable, Lead overtime will~~
42 ~~be offered in accordance with Article 6.~~

43
44 3. Leads bidding relief schedules will bid a home shift and days off.
45 ~~The Lead, while working his home shift, may fill in for a scheduled Lead on that~~
46 ~~shift.~~ Assignments to cover for the absences of Leads on other shifts will be
47 made at least seven (7) days in advance. The advanced notice to assign the
48 relief Lead to another shift may be shortened with the consent of the relief Lead.
49

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

11
12 T. Representatives' Freedom to Act
13

14 Recognizing the importance of the role of the Airline Representative(s), or
15 his official designee, in resolving problems or disputes between the Company
16 and its employees, the Company reaffirms its commitment to the active
17 involvement of the Airline Representatives. The parties also recognize that the
18 operation of the airline is of paramount importance, which may, when necessary,
19 result in the need to reschedule meetings, investigations, and/or grievance
20 processing.
21

22 a. The Airline Representative will be provided with full time off
23 with pay at any Local where there are two hundred (200) or more employees
24 covered by this agreement and will be allocated available office space on
25 Company property. At Locals with less than two hundred (200) employees
26 covered by this Agreement, the Airline Representative time off will be based on
27 need and shall not exceed eight (8) hours pay per week, for every fifty (50),
28 employees to be arranged mutually with his supervisor. The Airline
29 Representative's time off will be used to attend to Association/Company
30 business. When not involved in representation activities, the Airline
31 Representatives will work in their classification and bid location.
32

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

1 **ARTICLE 6, OVERTIME**

2
3 A. Overtime

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

13
14 B. Double Time

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

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

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

42
43 4. All employees in the classification at the bid location may be
44 utilized at the overtime rate (1-1/2X) before utilizing employees at the double time
45 (2X) rate.

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

49
50 1. Sick leave hours paid;

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

5
6 4. Holiday hours worked;
7 5. OJI (As long as the employee has been released to duty and the
8 doctor has cleared the employee to perform the overtime work [type of work and
9 duration]).

10 6. Training hours paid; and
11 7. Union leave (hours paid by the Company later reimbursed by the
12 Union.)

13 8. Trade days off (trade days worked will not count)

14
15 D. On fixed shift operations, if as a result of a shift change by the Company, an
16 employee does not receive eight and one-half (8 ½) hours of rest, the applicable
17 overtime rate will apply until such rest is obtained, unless the employee changes
18 shifts/days off and his seniority would have allowed him to remain on his existing
19 shift, no overtime will apply. To obtain the eight and one-half (8 ½) hours rest the
20 Company may adjust the employee's release or next reporting time. This
21 paragraph does not apply to the schedule changes as set forth in Article 5.F.
22

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

28 2. When an employee covered by this Agreement works on one of his
29 two regularly scheduled days off, he will be paid not less than ~~four~~ five (45) hours
30 pay at the overtime rate applicable unless the employee agrees to work less than
31 the four (4) hours.
32

33 F. 1. If an employee works three or more hours longer than his normal
34 work day, he shall be allowed an unpaid 30 minute meal period before or during
35 the overtime period. If the overtime period is mandatory (see H.6 below), the
36 lunch period shall be paid.
37

38 2. Employee(s) held in continuous service more than eight (8) hours
39 before or after the normal work day will be allowed an additional unpaid lunch
40 period of thirty (30) minutes and an additional lunch period of thirty (30) minutes
41 for each succeeding four (4) hours.
42

43 G. 1. a. For all classifications:
44

45 A standard list of all employees shall be maintained by
46 classification seniority date, for each shift and bid location for the purpose of
47 volunteering for overtime (example list attached). Overtime will be offered to
48 qualified volunteers who have signed up for that day (pre-shift, post shift, regular
49 day off [RDO] any available overtime [All]er-At) in the bid location, who have the
50 ability to perform the work, by classification seniority. If an insufficient number of

1 employees accept the overtime, the Company will award the overtime to the
2 required number of employees from the employees on the volunteer list in
3 reverse seniority. An employee may "sign up" or delete his "sign up" for any day
4 any time, except that he may not remove his "sign up" if it is on the current list
5 and he has been offered the overtime. If an employee would like to work his
6 regular day off on another shift, he shall put his name on the bottom of that list.

7
8 b. The Company will post the overtime sign up lists a minimum of fourteen (14)
9 calendar days in advance. The Company will maintain a complete record of the
10 overtime lists for at least thirty (30) days for review by the Association.

11
12 ~~2. Employees on lay off status and not employed by the Company in~~
13 ~~another capacity may advise the Company that they are available to be called in~~
14 ~~for work when volunteers for overtime are not available. The Company may, at~~
15 ~~its option, utilize these laid off volunteers to cover mandatory overtime at their~~
16 ~~normal straight time rate without regard to any minimum recall provisions or~~
17 ~~resumption of fringe benefits except for sick leave and vacation. No payroll~~
18 ~~deductions will apply outside of taxes and F.I.C.A.~~

19
20 32. Overtime shall be offered/awarded as follows:

21
22 a. Post-Shift:

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

27
28 b. Pre-Shift:

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

32
33 c. Entire Shift:

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

42
43 d. For shifts on which there are multiple start/end times, overtime will
44 be offered/awarded in accordance with the order above to the employee who is
45 available to work the overtime at the time required.

46
47 e. An employee working a relief shift schedule, per Article 5.Q.2., will
48 be eligible for regular day off (RDO) overtime opportunities based on the shift of
49 his last scheduled day of work.

50

1 | 43. When the Company has the need to call an employee in on a regular
2 | day off (RDO), the Company will inform the employee of the hours anticipated to
3 | be worked.

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

10 |
11 | 5. ~~a. In instances (unscheduled/unplanned or other short duration~~
12 | ~~absences) where the scheduled Lead is unavailable,~~ Lead overtime will be
13 | offered to Leads signed up on the volunteer overtime list. If there are no Leads
14 | available to fill the overtime need at the~~an open schedule at~~ time and one-half (1-
15 | 1/2) or double time (2x), or if no Leads signs up on the volunteer list for the open
16 | ~~schedule~~, the Lead schedule may be filled by upgrading the most senior qualified
17 | volunteer regularly scheduled for that shift. If no volunteers are available, the
18 | supervisor will assign a qualified person regularly scheduled for the shift.

19 |
20 | b. Notwithstanding the above, in those instances where the lead
21 | requirement triggers are not met as outlined in Article 4, the Company may use
22 | its discretion in determining whether or not to call in lead overtime.

23 |
24 | c. In those instances where the Company does not call in lead
25 | overtime, employees in the base classification will not be required to perform
26 | lead duties as identified in Article 4.

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

36 |
37 | a. Holdover:

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

43 |
44 | b. Call-in:

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

47 |
48 | c. Call-in on Day Off:

1 After utilizing H.5.a. and b. above, and in the event additional
2 overtime is required, overtime shall be assigned to those employees on their day
3 off who would normally work that shift in the bid location required.
4

5 7. In the event an employee is by-passed for overtime, he will be given
6 the opportunity to work overtime, at the applicable rate of pay, in a like amount as
7 he originally would have received, at the time of his choice during the next thirty
8 (30) calendar days by coordinating the scheduling with his supervisor at least
9 twenty-four (24) hours in advance, provided it does not conflict with rest and
10 hours of work provisions and result in any penalties to the Company beyond what
11 he would have originally received. If the Association or employee brings the
12 impending bypass to management's attention in writing prior to the overtime
13 occurrence and the employee is intentionally bypassed, all hours bypassed will
14 be paid, without working, at the applicable rate of pay.
15

16 H. No overtime shall be worked except by direction of the proper supervisory
17 personnel of the Company, or his designee.
18

19 I. There shall be no pyramiding of the overtime rates provided for in this
20 Agreement and no employee shall receive more than double the straight time
21 rate for any hours worked.
22

23 J. An employee who is required to report to work after traveling will have his
24 travel time considered as time worked and will be paid the overtime rate
25 applicable, except employees assigned to Prudhoe Bay.
26

27 K. 1. An employee is required to inform his supervisor in advance, by use of
28 an F-1 form, if any insufficient rest may be incurred. The supervisor may direct
29 the employee on that form to report late to receive sufficient rest. If there are two
30 (2) hours or less remaining in the shift after receiving the required rest the
31 employee will not be required to report for duty and will be paid for the entire
32 shift. If the employee has such an adjusted report time, he will receive straight
33 time pay from his originally scheduled start time. If the specified rest is not
34 received and the employee reports for his next shift at the regular time, the
35 applicable rate of pay will be paid until the rest is obtained provided his
36 supervisor was notified as outlined above. If the employee does not advise his
37 supervisor and returns to work at his regularly scheduled time after an insufficient
38 rest, he may not be paid the applicable overtime rate.
39

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

1 **ARTICLE 7, HOLIDAYS**

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

8
9 B. Operational needs permitting; the Company will offer at least ten percent
10 (10%) of the employees (on each shift, by classification, bid location) the holiday
11 off where there are ten (10) or more employees. Where there are fewer than ten
12 (10) employees as defined above, management will make every reasonable
13 attempt to provide time off on the holidays. The employee count is based on
14 employees actually scheduled to work on that day excluding employees absent
15 due to vacation, leaves, etc. Any fractional points will be rounded down. The
16 Company will no later than seven (7) calendar days in advance of a holiday, post
17 a sign up sheet requesting volunteers who would like to have the holiday off.
18 The sign up sheet shall remain posted for a minimum of three (3) calendar days.
19 All volunteers selected to have the holiday off, shall be notified at least three (3)
20 calendar days in advance. Selection shall be based on the employee's
21 classification seniority commencing with those who would have worked on the
22 shift and day were it not a holiday. If there are no volunteers, those not
23 necessary to fulfill the needs will be assigned to have the day off starting with the
24 employee(s) with the lowest seniority within the classification, bid location, and
25 shift.

26
27 C. 1. Full time employees will be compensated with eight (8) hours pay
28 at the straight time rate for each day observed as a holiday. Any employee who
29 works on a day observed as a holiday will be compensated at the double time
30 and one half (2½) rate for all hours worked on the holiday, except when the work
31 is immediately preceding or following a regular shift which is not on the holiday,
32 in which case it shall be at the applicable overtime rate of pay.

33
34 2. An employee working a ten (10) hour holiday shift shall be
35 compensated at the double time and one half (2½) rate for all hours worked with
36 a minimum of ten (10) hours, except as provided in paragraph D. A ten (10) hour
37 shift employee, whose regular days off coincide with a holiday, will be paid eight
38 (8) hours at their regular rate of pay. A ten (10) hour shift employee who is
39 scheduled to work the holiday, but not required, will be paid ten (10) hours at his
40 regular rate of pay.

41
42
43 3. Part-time employees observing the holiday shall receive the straight
44 time rate for the hours they were scheduled to work on the holiday. If a holiday
45 falls on a part-time employee's day off, such part-time employee shall be paid
46 holiday pay at the straight time rate for the daily average number of hours the
47 employee was scheduled to work during the week. To calculate this daily
48 average, the employee's total scheduled hours during the workweek will be
49 divided by five (5). Part-time employees who work on a day observed as a

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

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

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

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

18
19 F. Optional Banking of Holiday Hours:

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

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

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

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

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

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

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

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16

1. Take Day at a Time vacation (DAT) time, subject to management approval.
2. When the employee bids his vacation, he may elect to be paid for his banked holiday hours at the straight time rate.
3. With a seven (7) day written notice to his supervisor, the employee will be allowed to use a banked holiday to take his birthday as a paid day off. Any employee, whose birthday falls on February 29, may observe his birthday on February 28, except during the leap year.
4. Any unused-banked time as of the last pay period of the year will be added to the employee's vacation accrual with the exception of employees that have not completed one year of service with the Company, not to exceed the annual accrual in accordance with Article 13.B.3.

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

2
3 A. 1. When employees covered by this Agreement are required to engage in
4 field or emergency work away from their base, they shall be paid for such work
5 on the same basis as at their base station.
6

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

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

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

36 D. Each employee covered by this Agreement shall receive, when away from
37 his regular base on regular or special duty, actual and reasonable expenses as
38 defined in Systems Regulations. The employee shall be entitled to draw an
39 expense advance to be accounted for in accordance with Company policy. The
40 advance, however, is not to exceed the allowance for the estimated number of
41 days he will be away from his home base. Employees will not be required to use
42 their personal automobile for Company business.
43

44 E. When an employee is away from his home station on a field assignment
45 he shall be paid straight time and overtime in accordance with the provisions of
46 this Agreement but in no event shall he receive less than eight (8) hours pay for
47 each day; provided, however, that the Company may schedule him to take his
48 regular day off without compensation except for the reasonable and necessary
49 expenses provided for in this Article.
50

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

8
9 G. When employees are required to engage in field or emergency work, their
10 tool boxes, tools and luggage will be protected by the Company at a full dollar
11 value against fire, theft or damage at base or bases or during shipment. The
12 Company may require the valuation to be certified in advance of the employee
13 departing.

14
15 H. Employees traveling or waiting in pay status are prohibited from partaking
16 of alcoholic beverages.

17
18 I. Any employee covered by this Agreement required by properly designated
19 Company authority to participate in test flights or to travel in connection with his
20 job for all hours away from his base or station shall be covered by standard travel
21 accident insurance policy with a death benefit of \$100,000 at no cost to the
22 employee. The Group Insurance beneficiary will apply unless the employee
23 designates a beneficiary in a letter to the Personnel Office.

24
25 | J. Field Trip [and Charter/Irregular Maintenance Flight \(CIMF\)](#) Procedures

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

33
34 1. General

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

37
38 b. The volunteer lists will be posted and maintained at each
39 location. Technicians will have the option to add or delete their names at any
40 time prior to the selection process.

41
42 | c. [Field Trip](#)-Personnel on a temporary upgrade to lead
43 technician will be eligible for field trip considerations as a technician. Because of
44 the need for operational continuity, personnel on a temporary upgrade to
45 supervisor will not be eligible.

46
47 | d. [CIMF-Personnel on a temporary upgrade to supervisor will](#)
48 [not be eligible.](#)

49

1 | e. Those employees who are on leave of absence, vacation,
2 | sick leave, jury duty, on the job injury/modified duty, military leave, classroom
3 | training, etc., will not be eligible for consideration for Field Trips or CIMF.

4 |
5 | 2. Field Trip Selection
6 |

7 | a. Personnel will be selected by classification from the field trip
8 | volunteer list in order of classification seniority from the appropriate category of
9 | field trips as specified in each station's policy. A notice of any change in the
10 | station field trip policy will be given to the Local Airline Representative prior to
11 | that change going into effect. Personnel who are or will be present and working
12 | at least one (1) hour prior to the planned departure time for the field trip will be
13 | eligible for the field trip with priority given to the on-coming shift when two shifts
14 | will be eligible.

15 |
16 | b. When the field trip is at a remote location, or if there is no
17 | help available and the project is of a nature where more than one (1) person is
18 | required for safety purposes, at least two (2) people will be sent on the field trip.

19 |
20 | c. Personnel must be qualified on aircraft type and category of
21 | field trip (i.e., structures, avionics, engine change and A & P, etc.) and possess
22 | the required qualification(s).

23 |
24 | d. The Station(s) supplying personnel for a field trip will be
25 | determined by the Company, considering geographical location and manpower
26 | availability.

27 |
28 | e. Current overtime status will not prohibit an employee from
29 | being selected.

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

36 |
37 | g. Unless released by the Manager/Supervisor in charge, field
38 | trip assigned personnel will stay with the task until it is completed.

39 |
40 | h. Employees will maintain a neat and clean appearance when
41 | flying. Dress code will be in accordance with the Pass Policy.

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

1
2 3. CIMF Selection
3

4 a. Personnel will be selected by classification from the CIMF
5 volunteer list in order of classification seniority from the appropriate category of
6 CIMF as specified in each station's policy. A notice of any change in the station
7 CIMF policy will be given to the Local Airline Representative prior to that change
8 going into effect.
9

10 b. Personnel must be qualified on aircraft type and category of
11 CIMF (i.e. avionics and A & P, etc.) and possess the required qualification(s).
12

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

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

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

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

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

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

40 K. Special Projects
41

42 1. A Special Project is a major repair or modification within a station or
43 bid location which requires specific skills and a dedicated crew to return an
44 aircraft or equipment to service. The manager responsible for the project will
45 determine when a Special Project crew will be assigned and is responsible for
46 ensuring the selection process is conducted in accordance with the following
47 procedure. During the selection process, the manager will brief the employee(s)
48 of the nature and expected duration of the project.
49

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

7
8 3. Selection:

9
10 a. Personnel must be on the Special Project volunteer list.

11
12 b. Personnel must be qualified and possess the required skills to
13 accomplish the task.

14
15 c. Current overtime status will not prohibit an employee from being
16 selected.

17
18 d. Those employees who are on leave of absence, vacation, sick
19 leave, jury duty, on the job injury/modified duty, military leave, training, etc., will
20 not be eligible for consideration for Special Projects.

21
22 e. In the event the Company determines that a special project can be
23 performed within a bid location, selection for the special project will be offered
24 within the bid location, by classification seniority, from the bid location in which
25 the work normally would have been performed. When the Company determines a
26 Special Project cannot be contained within a bid location, personnel will be
27 selected by classification seniority in the order by type of project as stated below.
28 The supervisor will offer the assignment to employees on the Special Project
29 volunteer list and if he does not have enough volunteers, he will then assign
30 employees from the Special Project volunteer list in inverse classification
31 seniority order. In the event manpower depletion becomes unmanageable in a
32 specific bid location, the Company may bypass the remaining volunteers on the
33 list from that bid location and go to other bid locations or stations.

34
35 Major Structures:

36 1) Sheet Metal - Base/Line/Shop (pooled together)

37 2) All other qualified volunteers

38 3) All other qualified volunteers from other stations per their field trip

39 list.

40
41 Avionics

42 1) Base/Line/Shop (pooled together)

43 2) All other qualified volunteers from other stations per their field trip list.

44
45 A & P Base

46 1) Base Technicians

47 2) Line/Shop Technicians (pooled together)

48 3) All other qualified volunteers from other stations per their field trip

49 list.

50

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

6
7 4. Once a dedicated crew has been assigned to a Special Project, all
8 overtime related to that project will be handled within that dedicated crew first.

9
10 5. Acceptance of a Special Project constitutes implied
11 acknowledgment that the individual selected possesses the necessary skill(s).
12 Personnel who volunteer and accept a Special Project are responsible for
13 accurately advising the Company of their level of experience/qualifications.

1 **ARTICLE 9, SENIORITY**

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

- 11
12 1. Lead/OJT Inspector
13 2. Inspector
14 3. Lead/OJT Technician (Aircraft, Machinist, Avionics, Facilities,
15 Automotive)
16 4. Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
17 5. Lead/OJT Fleet Service
18 6. Fleet Service
19 7. Technician Helper
20 8. Lead Janitor
21 ~~89.~~ Janitor
22

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

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

36 2. If retained in the service of the Company after the probationary
37 period, the names of such employees shall then be placed on the Seniority List in
38 the order of the date of their original hiring. The date of hire will be the
39 employee's first day of paid service. To decide the position of two or more
40 employees on the Seniority List, whose hiring date or date of entering a
41 classification is the same, the following procedure will be used in sequence as
42 outlined:
43

- 44 a. Date of entering classification
45 b. Hiring date
46 c. Chronological age
47

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

1 service in the classification and his seniority date will be adjusted by excluding
2 the break in service time. All hours worked by a probationary employee in a
3 temporary position will count towards completion of the probationary hours.
4

5 D. Seniority lists, showing the classification and company seniority of all
6 employees covered by this Agreement are made a part of this Agreement,
7 corrected to December 1, April 1 and August 1 will be posted by January 1, May
8 1 and September 1 of each year, on the M&E website. The Company will supply
9 the Seniority List to each Airline Representative and the AMFA Administrative
10 Office electronically. The lists will be arranged and numbered in seniority order
11 by classification and will show employee's name and seniority date and will be
12 subject to correction upon protest, if complaint is filed within thirty (30) calendar
13 days after the Local Contract Committee or Local designated Shop
14 representative and the Company Supervisor have electronically received the
15 seniority list. Protests shall be filed through the Local Contract Committee and
16 directed to the Airline Representative and the Company Personnel Department.
17 The Airline Representative and the Company shall meet within ten (10) calendar
18 days of receipt of the protest resolve the protest and reply to the Local Contract
19 Committee. If no protest is filed within the aforementioned thirty (30) calendar
20 days, from the initial time the employee's name appears on a particular list, such
21 list shall be presumed beyond question to be correct; and no protest, grievance
22 suit, or other means shall thereafter be commenced or entertained to change
23 said date for any employee unless a subsequent list alters his seniority date.
24

25 E. 1. Employees promoted to positions within the Company not covered
26 by the Agreement will retain and continue to accrue seniority in classifications
27 from which promoted for a period of ninety (90) calendar days from the time of
28 the promotion, during such time he shall have the option of returning to his
29 former position under the Agreement. After completion of the aforementioned
30 ninety (90) day period, he shall retain former seniority for a period not to exceed
31 // five (5) - two (2) years on an accumulative basis. If during the aforementioned
32 // five (5) - two (2) year period, he is laid off as a management employee, he will
33 be permitted to exercise his retained seniority to bid a vacancy, or to displace the
34 most junior employee in the highest classification in which he holds seniority at
35 the location from which promoted. After the // five (5) - two (2) year period his
36 name will be removed from all seniority lists.
37

38 2. Employees who are selected to fill a temporary management
39 position within the Company, not covered by this Agreement, will retain and
40 continue to accrue seniority in classifications from which promoted for a period
41 not to exceed ninety (90) days worked in such position(s) on a cumulative basis
42 per calendar year. During such time, he shall have the option of returning to his
43 former position under the Agreement without penalty or loss of seniority. While
44 filling a temporary upgrade to a management position, such employee is not
45 eligible for overtime under this Labor Agreement.
46

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

1 | additional time spent in management for the remainder of the calendar year. On
2 | a quarterly basis the Company will furnish the Airline Representatives a report of
3 | all days worked in accordance with E. 2. above.

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

7 |
8 | 1. He quits or resigns.

9 |
10 | 2. He is discharged for cause.

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

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

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

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

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

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

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

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

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

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

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

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

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

48

1 b. Displace the most junior employee in any classification in
2 which he holds seniority at his station, or accept a vacancy in any classification
3 he holds seniority in at his station.

4
5 c. Provided the employee is unable to exercise seniority in b.
6 above, he may displace the most junior employee ~~//on the system-~~ at any station
7 in any classification in which he holds seniority or accept a vacancy in any
8 classification in which he holds seniority. This option will entitle the employee to
9 first right of recall to the station ~~//and classification-~~ from which he was furloughed.

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

18
19 3. An employee electing options b. or c. above shall retain and accrue
20 seniority in all classifications from which he was furloughed ~~//laid off or displaced,~~
21 but will be required to bid and accept ~~// recall a position, at his current station~~ in
22 any higher // his classification he holds. at the station from which he was laid off
23 ~~or displaced. An employee electing d. above shall accrue seniority in all~~
24 ~~classifications in which he retains seniority.~~

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

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

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

39
40 L. In the event of the geographical relocation in whole or in part of any of the
41 work performed by any of the employees covered by this Agreement, the
42 employees affected will have the option of following the work or exercising their
43 seniority rights as provided for in Paragraph K. above. In the case of
44 geographical relocation of work between maintenance stations within a 50 mile
45 radius the employees in the affected station(s) will first be offered the opportunity
46 to voluntarily follow the work in seniority order. If in the event an insufficient
47 number voluntarily elect to follow the work, the remaining number will be selected
48 in reverse seniority order and have the option of following the work or exercising
49 their seniority rights as provided for in Paragraph K. above. If, in the event of a

1 geographical relocation, an insufficient number of people transfer to such jobs,
2 the remaining vacancies will be filled in accordance with the Agreement.

3
4 M. Recall of Laid off Employee(s) - An employee on "layoff", for the purpose
5 of Article 9, is one who has been displaced from his station or classification and
6 is not employed in any position covered by this Agreement.

7
8 1. At the time of furlough notice, the affected employee(s) will indicate
9 on his furlough option sheet the stations to which he will accept recall. A recall
10 form must be filed by January 15th of each year, pursuant to Article 9, in order to
11 remain eligible for recall. Subsequently, a preference bid pursuant to Article 10
12 may be utilized to identify additional stations to which he wishes to be recalled.

13
14 Examples:

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

19
20 An employee on station layoff, who submits a preference bid but declines recall
21 to a station other than one indicated on his furlough option sheet will be subject
22 to the restriction outlined in Article 10 A.1.

23
24 2. An employee on lay off who fails to accept recall to a selected
25 ~~station indicated on his furlough option sheet~~ will lose his seniority and he will be
26 considered to have resigned from the Company.

27
28 3. a. An employee on lay off who is recalled shall be given notice
29 by certified mail, return receipt requested, to the last known address of record. A
30 copy of this notice shall also be sent to his Airline Representative. The employee
31 must notify the Company in writing or electronic mail within 7 days of receipt as
32 to whether or not he intends to report for work at the designated time. Failure to
33 notify the Company within the 7 days and report at the designated time will result
34 in the loss of all seniority rights and the employee will be considered to have
35 resigned.

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

46
47 ~~4. An employee who has been furloughed and exercises his seniority~~
48 ~~to another station at the time of furlough will have first recall rights back to the~~
49 ~~station and classification from which he was furloughed.~~

50

1 | ~~54.~~ An employee who elects to take a station layoff in lieu of exercising
2 | his seniority to the fullest extent on the system, will be eligible to be awarded a
3 | vacancy according to his seniority. This employee does not have first recall
4 | rights.

5 |
6 | 5. There will be no preference bids awarded at a station until all
7 | employees in that classification with first recall rights have either been returned
8 | or refused recall to that station. If an employee refuses recall he shall forfeit all of
9 | his recall rights.

10 |
11 | 6. If a new bid location or station is opened the Company will notify
12 | the Airline Representatives in writing prior to the posting of the bid.

13 |
14 | N. Furloughed Employees Bidding Parameters - An employee on "furlough"
15 | for the purpose of Article 9, is one who has been displaced from his station or
16 | classification but continues to be employed in another station or different
17 | classification covered by this Agreement.

18 |
19 | 1. A furloughed employee may preference bid to other bid locations at
20 | his station without losing his recall rights to his original station.

21 |
22 | 2. An employee who has exercised his seniority rights to bid to any
23 | other station after the initial move caused by the furlough, will forfeit all recall
24 | rights to the original station from which he was furloughed.

25 |
26 | 3. An employee who has been furloughed and exercises his seniority
27 | to another station at the time of furlough will have first recall rights back to the
28 | station from which he was furloughed for a period of two (2) years in any
29 | classification in which he holds seniority.

30 |
31 |
32 | ~~3.~~ If a new bid location or station is opened the Company will notify
33 | the Airline Representatives in writing prior to the posting of the bid for purposes
34 | of communication with employees on layoff.

35 |
36 |
37 | 4. An employee who has exercised his seniority to stay within his
38 | station at the time of furlough will not have first recall rights to the position from
39 | which he was furloughed.

40 |
41 |
42 |
43 |
44 | O. An employee who has passed probation and transfers to another
45 | bargaining unit shall retain and continue to accrue seniority under this Agreement
46 | during his probationary period in the new position, provided he continues to pay
47 | dues to the Association. If the employee does not complete said probationary
48 | period for any reason, the employee shall be returned to his previous
49 | classification under this Labor Agreement if a vacancy exists for which he is
50 | qualified, without loss of seniority. If no vacancy exists, the employee will be

1 | placed on ~~furlough~~ layoff status and must place a preference bid on file. In order
2 | to claim this right of return, the employee must deliver a written notification of
3 | intent to return to the supervisor of his former bid location within fourteen (14)
4 | calendar days of either notice to the employee of failure to pass probation or the
5 | employee's notice to the Company of his intent to resign from the new position.
6 | Successful completion of his probationary period shall be cause to remove the
7 | employee from the seniority lists covered by this Agreement.

1 **ARTICLE 10, VACANCIES**

2
3 A. Employees under this Agreement who desire to move to another station,
4 bid location, or classification will place a preference bid on file with the Company.
5 The employee may specify part-time, full-time, shift and days off. An employee
6 filing a preference bid for a position in which he holds seniority is not required to
7 list any qualifications. The preference bid may be submitted at any time to the
8 local manager or his designee at which time the bid will be time/dated and shall
9 become effective five (5) days after the time/date. When vacancies are posted
10 (reference paragraph H) bids may be filed electronically by the closing date of the
11 posting. Electronic bids will only remain active until the posted position is filled.

12
13 1. Preference bids may be withdrawn at any time. The procedure for
14 withdrawal will be in writing and effective immediately when submitted to the local
15 manager or his designee, at which time the withdrawal will be time/dated.
16 Employees with bids on file must renew them between January 1 and January 15
17 of each year to keep them valid. If an employee refuses to accept a preference
18 bid award, he will not be awarded another preference bid for a period of six (6)
19 months.

20
21 2. Preference bids shall be utilized for bidding station to station (e.g.,
22 Anchorage Technician to Seattle Technician, Anchorage Technician Helper to
23 Seattle Technician Helper); within same station between classifications (e.g.,
24 Seattle Technician Helper to Seattle Technician); between bid locations within
25 the same classification at the station (e.g., Seattle Hangar to Seattle Line); and
26 from furlough to a vacancy. Preference bids will be used to fill vacancies to and
27 from full time and part time positions. Movement between full time and part time
28 positions within a bid location will also be allowed on a shift realignment.
29 However, such movement will not require use of a preference bid. Preference
30 bids shall not be used for bidding days off, shifts or starting times within a bid
31 location.

32
33 3. If an employee is not awarded an upgrade to a higher classification
34 due to a lack of qualifications (not seniority), the company shall, within seven (7)
35 days of the award, give the reason(s) in writing to the employee not receiving the
36 award.

37
38 4. Vacancies projected to be ninety (90) days or longer in the
39 classifications covered by this Agreement shall be awarded to those employees
40 who have a valid preference bid on file for the vacancy.

41
42 5. "Vacancy" for purpose of this Article 10 shall be defined as an open
43 position established by the Company which resulted from either an employee
44 leaving a bid location or an increase in the number of employees at a bid
45 location.

46
47 6. New employees may not submit preference bids during their
48 probationary period.
49

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

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

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

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

20
21 11. The Company shall release the employee within thirty (30) days of
22 the acceptance of the bid award, unless the original vacancy posting identified an
23 effective date, or an alternative release date is mutually agreed to.

24
25 B. All vacancies in classifications covered by this Agreement at any new
26 station, or classifications not currently utilized at a station, shall be bulletined at
27 all stations where employees covered by this Agreement are employed. The
28 bulletin shall state the number of vacancies to be filled, the classification of the
29 job, the station, the qualifications for the job, duties to be performed, the place
30 where bids are to be sent, and the last date on which they will be submitted.
31 Such date will be a minimum of seven (7) days after the bulletin is posted. Any
32 employee selected to fill such a vacancy shall be available to begin the
33 assignment within the maximum of ten (10) days after being released from his
34 job. An employee may, at his option, utilize earned vacation (excluding Article
35 13, paragraph C.5. to defer loss of pay during the ten (10) days). Employees
36 who are on vacation when a job is bulletined will be allowed to bid on the position
37 within three (3) days after their return to work.

38
39 C. Ability, plus classification seniority shall govern when filling vacancies.

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

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

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

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

23
24 F. 1. In the case of vacancies not expected to exceed ninety (90)
25 calendar days or vacancies of less than ninety (90) calendar days when an
26 employee will not accept recall as provided in Article 19.F., the Company may
27 select an employee to fill this vacancy on a temporary basis. The selection will
28 be based on seniority and ability insofar as practical. At the end of ninety (90)
29 calendar days the vacancy will be awarded in accordance with Paragraph A.4.
30 above.

31
32 2. At un-staffed locations (Bid Locations or Stations), where the
33 Company is considering creating vacancies, or temporary operational needs
34 require the staffing of Technicians, the Company may select an employee,
35 utilizing the preference bidding procedures, to work at that location on a
36 temporary basis, not to exceed 180 days. The assignment to an un-staffed
37 station will be posted for bid for the station or stations deemed able to support
38 the coverage, and selection will be based on seniority and ability insofar as
39 practical.

40
41 3. At staffed locations, the Company may offer temporary duty (TDY)
42 assignments to stations with temporary staffing needs on a voluntary basis. The
43 assignment will not exceed thirty (30) calendar days. The Company may cover
44 housing, per diem, and other expenses for the duration of the assignment, as
45 defined in the posting of the TDY assignment. TDY assignments will be posted
46 for bid for the station or stations deemed able to support the coverage, and
47 selection will be based on seniority and ability insofar as practical.

48
49 G. An employee under this Agreement assigned to a temporary job under
50 Paragraphs E. and F. of this Article shall, upon such discontinuance of such

1 temporary job, be returned to the job in his former classification and bid location
2 that his seniority entitles him.

3
4 H. In the event a vacancy in a classification covered by this Agreement exists
5 at any location on the Company's system, the Company will post the vacancy
6 electronically. Employees under this agreement will be given a minimum of seven
7 (7) days to bid on the position. If no qualified employee bids the company may
8 hire a new employee or offer the position to any existing employee.

9
10 I. When an employee has been transferred (not furloughed) or hired to fill a
11 vacancy, he shall not be entitled to receive an award of a preference bid to a
12 different station for a six (6) month period, unless he is bidding into a higher
13 classification or a newly opened station.

14
15 J. All preference bids will be awarded by using a centralized bidding
16 procedure.

17
18 K. Leads shall be selected from those employees who hold at least two (2)
19 years basic classification seniority and who hold all of the applicable licenses as
20 required by this Agreement or by law. Selection of Leads shall be based upon the
21 possession of the qualifications necessary to direct and lead the members of the
22 group in the following areas: technical skills, leadership skills, organizational and
23 communication skills. A selection committee composed of an equal number
24 (minimum of two each) of management and AMFA appointed employees from
25 the basic classification in the bid location where the vacancy exists will interview
26 the candidates to evaluate their qualifications. The committee will determine
27 whether the candidates meet the minimum qualifications, and the committee will
28 select the most overall qualified candidate to fill the vacancy. If a tie emerges
29 classification seniority will prevail.

1 **ARTICLE 11, LEAVE OF ABSENCE**

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

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

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

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

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

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

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

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

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

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

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

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

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

1 more than thirty (30) days apart, the employee should return to his normal work
2 schedule.

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

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

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

17
18 1. When it becomes necessary to reduce staff by furloughing employees, an
19 employee with more company service who would not otherwise be
20 furloughed may, at the Company's discretion, be granted a leave of
21 absence of up to two (2) years to enable employees with less company
22 service to work.

23
24 2. Employees with more company service, accepting a leave in lieu of
25 furlough (LILOF) under the circumstances described above, will ~~not~~ retain
26 their limited on-line travel privileges as outlined in System Regulations. ~~or~~
27 their travel on Horizon Air.

28
29 3. Under such leaves the employee shall retain and continue to accrue
30 seniority.

31
32 4. Employees involuntarily furloughed and/or those on an approved LILOF,
33 who would have subsequently been furloughed, are not eligible for this
34 type of leave.

35
36 5. LILOF may be granted upon written request and will be considered in
37 seniority order. Copies of the approval shall be forwarded to the Personnel
38 Department and to the appropriate Airline Representative of the Union.

39
40 6. Employees covered by this Agreement shall, upon return from an
41 authorized LILOF, be returned to the bid location from which they left and
42 the position (shift and days off) they held at the time they left on said
43 leave.

44
45 7. If a shift realignment takes place while an employee is on an approved
46 LILOF, it is the obligation of the employee to keep his manager/supervisor
47 informed of his preference for position(s). Failure to do so will result in the
48 employee, upon return, being assigned to a position (shift and days off)
49 until the next realignment.

50

1 | Employees covered by this Agreement shall be exempt from the provisions of
2 | Article 11.I above., and may seek any gainful employment during the leave. All
3 | other provisions of Article 11 will apply.

1 **Article 12, Training**

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

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

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

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

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

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

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

31
32 2. The selection committee will use all of the following criteria in
33 determining which employee fills the training positions.

34
35 a. Classification Seniority

36
37 b. Qualifications

38
39 c. Completion of a Company and Union generated Training
40 Skill assessment.

41
42 3. The OJT must have competently performed the work for which he is
43 training. He shall have at least two (2) years of basic classification seniority. In
44 the event there are no candidates meeting the two year minimum requirement or
45 the candidate(s) that met the two year requirement did not meet the criteria for
46 selection, then candidates meeting the following criteria will be considered.

47
48 a. For aircraft maintenance, four (4) years of heavy transport
49 maintenance experience.

50

1 b. For GSE, Facilities, and Fleet Service, four (4) years of
2 applicable job experience.

3
4 4. A trainer will be paid the training premium over and above his normal
5 rate of pay.

6
7 5. While performing the training duties, a trainer will continue to accrue
8 seniority in his basic classification.

9
10 G. If there are insufficient OJT trainers at the station or on the system willing to
11 perform the training a management trainer may perform on the job training
12 duties.

13
14 H. If an employee is scheduled for training for one (1) week or more, his work
15 week will be modified from his regular schedule. He will be notified of his training
16 by management. For example, for a one (1) week class he will go to training
17 Monday through Friday and have the ~~following~~preceding Saturday and Sunday
18 off.

19
20
21 I. The Company will make every reasonable effort to schedule employees
22 for training within the employees normal work schedule. However, the employee
23 can be scheduled to attend training off shift with a minimum of seven (7) days
24 notice and out of the station with a minimum of fourteen (14) days notice. Once
25 an employee is scheduled for training, they will be required to attend unless the
26 training would cause an extraordinary hardship at that time. The manager shall
27 work with the employee on rescheduling such requests on a case by case basis
28 and will exercise managerial discretion in making the decision.

1 **ARTICLE 13, VACATIONS**

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

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

18
19
20 2. No vacation shall be accrued in any calendar month that an employee
21 is on layoff, work stoppage, personal leave of absence, extended military leave
22 or suspension for a period exceeding fifteen (15) calendar days. Vacation shall
23 continue to be accrued for periods of up to ninety (90) consecutive calendar days
24 when an employee is absent due to sick leave, workmen's compensation,
25 medical leave of absence, union leave of absence and special leaves granted by
26 the Company in cases of death, serious illness or emergency conditions within
27 an employee's immediate family or in the special interest of the Company; further
28 provide that such periods will be treated individually and shall not be accrued as
29 a total in regard to the ninety (90) days limitations.

30
31 3. Employees shall accrue no more than three (3) years annual vacation
32 subject to the provisions of Paragraphs D.1. and D.2. of this article.
33

34
35 C. Vacation Scheduling/Bidding

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

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

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

14
15 b. When the total accrued vacation weeks to be bid as outlined in
16 paragraph C.1 above exceeds full bid line(s) increments (52 weeks), the
17 Company will open an additional full bid line (52 weeks) for vacation bidding.
18 However, after the initial bid has closed, open weeks in the last line may be
19 blocked, with exception of one week per month regardless if it is bid or vacant.

20
21 c. Full line vacation weeks that were not bid as outlined in paragraph
22 C.1. above will remain available, but must be bid in writing more than 14 days
23 prior to the start of the vacation week. Fourteen (14) days or less prior to the start
24 of an un-bid vacation week the time will only be available as DAT vacation per
25 paragraph C.5.b. below.

26
27
28 3. A vacation period shall not be less than a work week. There will be
29 three (3) vacation bidding rounds. Vacation bidding for the first and second
30 rounds will consist of one (1) block which shall be consecutive weeks. In the third
31 and final round, an employee will be allowed to split his remaining vacation hours
32 for any weekly increments still available to bid.

33
34 4. An extra day will be added to an employee's vacation accrual if a paid
35 holiday falls within his vacation period.

36
37 5. a. Vacation shall commence with shift change closest to twelve (12)
38 midnight ~~Sunday~~ on the first day of an employees scheduled work week as
39 defined in Article 5 B 1 and B 2, which is closest to the beginning of the bid
40 vacation week; ~~an~~ An employee may take any odd days of vacation he holds so
41 that he may add his days off to the end of his vacation period.

42
43 b. Employees may use day at a time vacation, subject to the
44 approval of their supervisor. Requests for DAT vacation will be on a first-come,
45 first-served basis, and no request may be made more than fourteen (14)
46 calendar days in advance of the day requested. The supervisor shall notify the
47 employee if he can have the day off no later than four (4) calendar days prior to
48 the day requested unless mutual consent by both parties. If two (2) employees
49 request the same day off on the same day, Company seniority shall govern.

50

1 6. Employees will be allowed to donate earned vacation to another
2 employee to use as paid time off for a catastrophic event subject to management
3 approval.

4
5 D. Cancellations

6
7 1. If any employee changes shifts, bid locations or classifications, and his
8 previous vacation period can not be covered by a relief schedule employee and /
9 or the selection conflicts with the interest of the service in connection with his
10 new position, he shall select a new vacation period or with Company approval
11 place his vacation in accrual even though it may exceed the three (3) year limit.

12
13 2. If a vacation period is cancelled, in writing by the Company, the
14 employee may select an open vacation period which shall not be cancelable or
15 may place his vacation in accrual even though it exceeds the three (3) year limit,
16 however, it must be taken prior to the end of the following calendar year. If a
17 vacation period is cancelled in writing by the Company, at least two (2) weeks
18 notice must be given, except in the case of an emergency as set forth in Article
19 4.N.1. The employee must submit his time card(s) covering his vacation period
20 at least two (2) weeks in advance of the start of the vacation period.

21
22 3. Employees will, with Company approval, be allowed to cancel their
23 vacation periods provided they give notice in writing to their supervisor at least
24 fourteen (14) days prior to the beginning of their vacation period.

25
26 4. When an employee vacates his vacation period as set forth in D.1.,
27 D.2., or D.3. above, employees in the same bid group, commencing with those
28 junior to the employee vacating his vacation period and those transferring into
29 the bid group subsequent to the original vacation bidding, will be allowed to bid
30 for the vacated period, in order of Company seniority. A notice of the vacated
31 period will be posted and employees must notify their supervisor of their desire
32 for the vacated period within seven (7) days of the posting. If not selected within
33 seven (7) days, it will be considered an open period available to the first
34 employee who requests it within the bid group. Vacation periods which in turn
35 are vacated by this procedure will become open periods.

36
37 E. Employees shall receive, on the day prior to the commencement of their
38 vacation, the pay which would normally be payable on paydays falling within the
39 employee's vacation period provided that the employee make a written request
40 fifteen (15) days prior to the commencement of his vacation.

41
42 F. In the event of death of an employee who has completed twelve (12)
43 months of service, payment will be made to his estate for all accrued vacation.

44
45 G. At the time the employee is given a lay off notice, he or she may notify the
46 Company, in writing, within seven (7) calendar days if he desires to receive his
47 vacation pay. If no notice is given he will receive payment for accrued vacation
48 at the first pay period occurring 90 days after the last day worked.

49

1 | H. Employees who are on [a](#) scheduled vacation [week, exclusive of RDO's](#), are
2 | not eligible for overtime, field trips, [CIME](#) or trades.

1 **ARTICLE 14, SICK LEAVE**

2
3 A. Accrual

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

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

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

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

28
29
30 B. Sick Leave Pay

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

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

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

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

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

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

22 23 C. Sick Leave Reporting

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

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

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

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

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

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

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

1
2 D. Occupational Injury Leave
3

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

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

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

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

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

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

1 **ARTICLE 15, TRANSPORTATION**

2
3 A. 1. Employees covered by this Agreement will be granted the same
4 transportation privileges on the Company system as may be established by
5 Company regulations for all personnel. The service charge will be the same as
6 for other employees of Alaska Airlines.
7

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

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

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

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

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

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

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

1 **ARTICLE 16, GRIEVANCE PROCEDURE**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

49

1 K. No employee will be discharged, suspended or disciplined without just
2 cause.

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

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

13
14 3. This paragraph L., shall not apply to System Board decisions.

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

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

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

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

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

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

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

48 F. Employees covered by this Agreement may be represented at Board
49 hearings by such person or persons as they may choose and designate, in
50 conformance with the constitution of the Association. The Company may be

1 represented by such person or persons as they may choose and designate.
2 Evidence may be presented either orally or in writing, or both.

3
4 G. A majority vote of all members of the Board shall constitute a decision
5 which shall be final and binding on the parties. The decision of the Board shall
6 be rendered within sixty (60) days of the close of the hearing, or if briefs are filed,
7 within sixty (60) days of receipt of briefs.

8
9 H. 1. The Board shall meet and consider each Grievance properly
10 appealed to it at a time and place set by mutual agreement of the parties no later
11 than one hundred twenty (120) days subsequent to the proper submission of a
12 case to the Board as set forth in paragraph E. above. If either the Company or
13 the Union consider the matter of sufficient urgency and importance, the Board
14 shall meet not more than sixty (60) days after request of either party in
15 accordance with the provisions of paragraph E. above. If either party fails to
16 appear, the grievance shall be deemed settled in favor of the other party.

17
18 2. The neutral member of the Board shall preside at meetings and
19 hearings of the Three (3) Person Board. It shall be the responsibility of the
20 neutral to guide the parties in the presentation of testimony, exhibits and
21 argument at hearings to the end that a fair, prompt and orderly hearing to the
22 dispute is afforded. The Board shall meet in the city where the general offices of
23 Alaska Airlines are maintained unless a different place of meeting is agreed upon
24 by the Board and the parties.

25
26 3. a. The Company and the Association shall meet periodically to
27 agree upon the selection of neutral members to sit with the Board in the
28 consideration and disposition of pending cases and to establish mutually
29 agreeable hearing dates. If by the time a case is scheduled for hearing date(s)
30 no agreement has been reached on the neutral member, then either the
31 Company or the Association may direct a request to the Chairman of the National
32 Mediation Board for the appointment of a panel of five (5) neutral members from
33 which the parties shall select.

34
35 b. ~~It is agreed that the~~ The parties will maintain a mutually
36 agreed upon panel of ~~five~~ seven (57) arbitrators from which the neutral member
37 will be selected. In the event this number is deemed insufficient to satisfy the
38 requirements in H.1. above, the parties shall meet and select additional panel
39 members.

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

47
48 5. Upon the selection or the appointment of a neutral member, the
49 appealing party shall forward a copy of the submission to the neutral member.

1 All subsequent documents to be filed with the Board shall be addressed to all
2 three (3) members of the Board.

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

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

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

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

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

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

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

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

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

46
47 Q. Expedited Arbitration

48

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

4
5 2. The parties shall agree to both a date(s) and a neutral referee to
6 hear these cases under the expedited rules.

7
8 3. No discharge or suspension case may be heard under this
9 procedure.

10
11 4. All decisions will be final and binding in the same manner as if the
12 case had been heard and decided under the normal application of this Article.

13 5. All decisions will be without precedent.

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

19
20 7. No transcripts will be taken.

21
22 8. No written briefs may be filed.

23
24 9. Decisions will be rendered without opinions within three (3) work
25 days of the close of the hearing.

26
27 10. Executive sessions may be waived by mutual agreement, but if
28 conducted will be limited to thirty (30) minutes per case.

29
30 11. A Company appointed Board member and a Union appointed
31 Board member will hear these cases with the neutral referee.

32
33 12. The parties will meet after each expedited case session to discuss
34 the mutual benefit of adding to, deleting from, or amending these rules to further
35 expedite the proper resolution of cases.

1 **ARTICLE 18, SAFETY AND HEALTH**

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

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

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

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

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

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

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

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

12
13 In Seattle:

14 3 Arctic Parkas - two large, one medium

15 3 Pair Insulated Boots - one large, two medium

16 In Anchorage:

17 3 Arctic Parkas - two large, one medium

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

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

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

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

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

3

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

7

8 N. Aircraft Accident and Incident Investigation

9

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

1 **ARTICLE 19, SEVERANCE ALLOWANCE**

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

8
9 B. Service Requirements

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

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

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

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

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

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

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

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

1 **ARTICLE 20, RETIREMENT PLAN**

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

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

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

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

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

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

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

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

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

41
42 4. Retirement Age shall be:

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

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

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

50

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

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

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

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

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

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

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

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

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

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

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

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

15
16 I. AMFA employees who are eligible for participation in the
17 COPS/MRP/Dispatch 401(k) plan and who are not active participants of the
18 Retirement Plan for MRP Employees as of DOS will be provided the 3%
19 company contribution and 50% matching contribution described in H above as
20 soon as administratively practicable after DOS.

21
22 J. Retiree Medical Coverage: At age 62, an employee's unused sick leave
23 may be used to offset monthly health care contributions during the period in
24 which the employee and his spouse and/or eligible dependents, if any, is/are
25 eligible for retiree health care coverage, up to Medicare eligibility, and for a
26 maximum of five (5) years.

27
28 1. Amount of Available Credit: Sick leave may be traded for continued
29 medical coverage as provide in Article 20, at the rate of twenty (25) hours of sick
30 leave accrued per one month of medical coverage.

31
32 2. Retirement at Age 62:

33
34 a. Available credit will be used upon retirement at age 62 to
35 offset the monthly health care contribution for the employee and
36 spouse and/or eligible dependents, if any.

37
38 b. If the retired employee dies or reaches Medicare age prior
39 to the expiration of the five (5) year period referred to above, any
40 remaining credit will be used to offset the monthly health care
41 contributions for the employee's surviving spouse and/or eligible
42 dependents.

43
44 3. Death Prior to Age 62: If an active employee dies prior to age 62,
45 the available credit from his unused sick leave, calculated as provided in J.1
46 above will be used to offset monthly health care contributions for the employee's
47 surviving spouse and/or eligible dependents during the period the spouse and/or
48 eligible dependents 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 license(s)
4 employees covered by this Agreement are required to have, all employees
5 affected shall be given three (3) months from date of such change to obtain such
6 licenses and there shall be no change in their status or pay during said three (3)
7 months period.

8
9 B. Service records shall be maintained for all employees by the Company
10 which may be reviewed by the employee upon request. [An employee may](#)
11 [review these files as well as the Supervisor's Records of Discussion regarding](#)
12 [job performance and attendance upon request.](#) Nothing of a derogatory nature
13 shall be entered into an employee's personnel file without first giving the affected
14 employee the opportunity to sign such material and provide a copy of the
15 material to the employee. When an employee covered by this Agreement leaves
16 the Company for any reason, he will, upon request, be furnished with a copy of
17 his service record. In case of investigations or hearings involving an employee's
18 past record, the employee shall be furnished, on request, a copy of his record
19 prior to such investigations or hearings.

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

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

- 33
34 1. Notices of Union Recreational and social affairs;
35
36 2. Notices of Union elections;
37
38 3. Notices of Union appointments and results of Union elections;
39
40 4. Notices of Union meetings;
41
42 5. Notices from Aircraft Mechanics Fraternal Association specifically
43 designated to be posted;
44
45 6. There shall be no posting of material derogatory or detrimental to
46 the Company or of a political, or personal nature;
47
48 7. There shall be no other general distribution or posting by the Union
49 or employees of advertising or political matter, notice, or any kind of literature
50 upon the Company's property other than herein provided.

1
2 8. The Association may use an electronic bulletin board on the
3 Company's intra-net system for posting notices of Association recreation and
4 social affairs, elections, membership meetings, and official notices from the
5 Association. Posted notices shall not contain anything of a defamatory or
6 personal nature attacking the Company or its representatives or employees.
7 Should the Association and the Company become involved in a labor dispute the
8 Company may restrict the operation of the electronic bulletin board assigned to
9 the Association.

10
11
12 E. Employees shall not be required to pay damages or repairs occasioned by
13 any cause beyond their control.

14
15 F. No employee shall reveal, except to proper representatives of the
16 Company, any confidential matter of the Company, or give any information
17 concerning business of the Company, which he may acquire on account of his
18 position or the nature of his employment.

19
20 G. Employees shall notify the Company in writing of their current address and
21 phone number and notify the Company of any change within ten (10) days of
22 such change.

23
24 H. Each employee covered by this Agreement shall be issued a printed,
25 pocket-size copy of this Agreement. The booklet shall be printed and distributed
26 within sixty (60) days of the signing of the contract. Each employee will be
27 required to sign a receipt for his copy of the Agreement.

28
29 I. For security reasons, the Company may issue and require employees to
30 carry or wear Company provided identification cards or badges.

31
32 J. The Company agrees to pay employees on jury duty the difference
33 between the jury pay actually received, exclusive of travel expense, and normal
34 straight-time pay which would have been earned during the period of such duty.
35 Employees selected for jury duty will be assigned to day shift with the preceding
36 Saturday and Sunday off. Employees agree to return to work on those days
37 when excused from jury duty prior to 12:00 noon.

38
39 K. Except in the case of unusual work loads, no more than eight (8)
40 individuals from the following list of elected Association officials may attend
41 regular monthly Local meetings which occur at their station while such officials
42 are on shift: President, Vice President, Treasurer, Secretary, Airline
43 Representative, Safety and Standards Chairman and Shop Representative(s).
44 Such attendance shall be without loss of pay for a period of up to two (2) hours.

45
46 L. Employees' tools and tool boxes will be protected by the Company at full
47 dollar value against fire or catastrophe while on Company premises, providing
48 the employee has a current inventory of tools on file with the Company.
49

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

3

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

6

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

9

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

13

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

18

19 R. The Company shall, on a monthly basis, provide the National Administration
20 office of the Association an electronic copy of the corresponding records of all
21 members in the class and craft covered by this agreement with the following
22 information: current addresses or contact information on file with the company,
23 employee number, current status (i.e. fulltime, part-time, date of leave of
24 absence), and Dues check-off status for all employees covered under this
25 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 employees, their
8 spouse and unmarried dependents up to age nineteen (19), or twenty-five
9 (25) if full time student; and those age (19) or older who are incapable of
10 self-support because of a developmental disability or physical handicap
11 provided proof of his or her incapacity is furnished to the Company or claims
12 administrator within thirty-one (31) days of the date that the dependent's
13 coverage would normally terminate. A MRP's spouse who has coverage
14 through his/her own employer and who waives such coverage will not be
15 eligible for Alaska Airlines coverage. When both a husband and wife work
16 for the Company, there shall be coordination of medical insurance benefits
17 for the spouses and other dependents (e.g. children), when both have
18 elected coverage for each other and dependents. Newly eligible dependents
19 must be enrolled in the plan within thirty-one (31) days after they first
20 become eligible, or wait until the next open enrollment to be enrolled.

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

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

31
32 d. Contributions and Deductibles

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

36
37 | Date of Signing to December 31, [2011](#)

	PPO	HMO
39 Employee only	\$106.55/Mo.	Variable
40 Employee + Spouse	\$213.11/Mo.	
41 Employee + Children	\$181.14/Mo.	See Par. en
42 Family	\$287.69/Mo.	Below

43
44
45
46
47
48 | January 1, [2012](#) to December 31, [2012](#)

PPO	HMO
-----	-----

1	Employee only	\$115.07/Mo.	Variable
2	Employee + Spouse	\$230.16/Mo.	
3	Employee + Children	\$195.63/Mo.	See Par. en
4	Family	\$310.71/Mo.	Below
5			
6	January 1, 2013 to December 31, 2013		
7		PPO	HMO
8	Employee only	\$124.28/Mo.	Variable
9	Employee + Spouse	\$248.57/Mo.	
10	Employee + Children	\$211.28/Mo.	See Par. en
11	Family	\$335.56/Mo.	Below
12			
13	January 1, 2014 to December 31, 2014		
14		PPO	HMO
15	Employee only	\$134.22/Mo.	Variable
16	Employee + Spouse	\$268.46/Mo.	
17	Employee + Children	\$228.18/Mo.	See Par. en
18	Family	\$362.41/Mo.	Below
19			
20	January 1, 2015 to December 31, 2015		
21		PPO	HMO
22	Employee only	\$144.96/Mo.	Variable
23	Employee + Spouse	\$289.93/Mo.	
24	Employee + Children	\$246.44/Mo.	See Par. en
25	Family	\$391.40/Mo.	Below
26			
27	January 1, 2016 Thereafter		
28	The 2016 rates will remain in effect until renegotiated with AMFA.		
29		PPO	HMO
30	Employee only	\$156.56/Mo.	Variable
31	Employee + Spouse	\$313.13/Mo.	
32	Employee + Children	\$266.15/Mo.	See Par. en
33	Family	\$422.71/Mo.	Below

34
35 At no point will the premiums exceed an 80/20 percent cost split with the
36 Company, with the employee's portion of the premiums not exceeding 20
37 percent of the total cost of the Alaska Airlines Employees Health Care Plan.
38

39 (2.) Deductibles:

40		
41	Individual In- network:	250.00
42	Family In-network:	500.00
43	Individual Out of Network:	350.00*
44	Family Out of Network:	700.00*

45
46 * If an in-network provider is available.
47

48 (3.) Out of Pocket Max

49
50 2011/2012 2013/2014 2015 and thereafter

1				
2	Individual In- network:	1500.00	<u>1750.00</u>	<u>2000.00</u>
3	Family In-network:	3000.00	<u>3500.00</u>	<u>4000.00</u>
4	Individual Out of Network:	3000.00*		
5	Family Out of Network:	6000.00*		

6
7 Seventy-five dollar (\$75) emergency room deductible (waived if
8 emergency due to accident or requires hospitalization). All benefits shown below
9 subject to the deductible unless otherwise stated.

10
11 Office visit co-pays for network physicians will be ~~fifteen~~ Twenty dollars
12 (~~\$15~~20.00) per visit.

13
14 e. Co-Insurance: Plan pays 80% of covered, medically necessary,
15 reasonable and customary expenses for the treatment of an illness or injury.

16
17 f. Surgical Schedule: Plan pays 80% or 60% (depending on plan
18 and provider type) of usual and customary charges for covered expenses.

19
20 g. Maternity: Benefits for the MRP employee and his spouse shall be
21 treated as any other illness under the surgical schedule.

22
23 ~~h. The Major Medical provision within the Group Insurance Plan
24 shall be \$2,000,000 for the PPO plan.~~

25
26 *h.* Expenses for chiropractic care (spinal manipulation) shall be
27 limited to two hundred dollars (\$200) per person per calendar year. That amount
28 will be increased to five hundred dollars (\$500) per person per calendar year
29 when prescribed by a medical doctor.

30
31 *h.i.* Hearing Aid Expenses: Limited to three hundred (\$300) per ear
32 every twenty-four months.

33
34 *h.kj.* Substance Abuse: 80% or 60% (depending on provider type)
35 limited to one treatment per dependent per lifetime at an approved treatment
36 center with a seven thousand five hundred dollar (\$7,500) maximum lifetime
37 benefit.

38
39 *h.k.* Mental Health benefits vary depending on the medical plan elected
40 by the MRP employees. The PPO plan will pay covered expenses for pre-
41 certified inpatient mental illness treatment at 80% (in network) or 60% (out of
42 network) of the reasonable and customary charges up to 45 days per individual
43 per calendar year. HMO coverage will vary depending upon the provider, more
44 specific information can be found in your HMO's Evidence of Coverage booklet.

45
46 *h.m.* The Company will offer a carved – out prescription drug
47 program, the co-pays will be the same as all other groups in the Alaska Airlines
48 Employees Health Care Plan but no greater than the following.

49

1		<i>Retail / Mail</i>
2	Generic:	\$10 / 20
3	Brand (formulary):	\$25 / 50
4	Brand (non-formulary)	50%/50% (40/100 & 80/200)

7 | **am.** Quality of Care/Cost Management Program: Non-approved
8 hospitalization expenses paid at 50% and surgery paid at 50% when hospital
9 pre-certification not obtained. Second surgical opinion expense paid at 100%
10 when such second surgical opinion is recommended but is not mandatory.
11 Second surgical opinions are not subject to deductible.

13 | **en.** HMO options, where applicable, with MRP employee paying the
14 excess cost over the conventional rating of the PPO medical plan. Such excess
15 cost shall not be lower than the PPO cost set forth in d.1 above.

17 | **eo.** Point of Service Option may be offered.

19 | **ep.** Healthcare spending account and Dependent Day Care account
20 will be offered.

22 | **eq.** A High Deductible Group Insurance Plan will be offered to the
23 AMFA membership. ~~during the next open enrollment period (November) which~~
24 ~~begins at least one month following DOS.~~

26 | 2. Dental Plan

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

- 38 | 1. \$25 calendar year deductible per individual with a maximum
39 | of \$50 per family;
- 41 | 2. 80% of usual and customary charges;
- 43 | 3. 80% of usual and customary charges on prosthetics;
- 45 | 4. ~~\$1,500~~1750 per calendar year maximum.

47 | b. The Dental Plan shall include orthodontics for employees and
48 dependents at 80% of usual and customary charges with a \$2,000 lifetime
49 maximum.

1 3. Life and A.D. & D. Insurance

		Accidental Death and Life Insurance	Dismemberment
2	Basic Monthly Earnings		
3			
4			
5			
6	\$1,000.00 but less than 1,200.00	\$24,000.00	\$24,000.00
7	\$1,200.00 but less than 1,600.00	30,000.00	30,000.00
8	\$1,600.00 but less than 2,000.00	36,000.00	36,000.00
9	\$2,000.00 and over	42,000.00	42,000.00

10
11 An employee may, at his option, increase his life insurance coverage
12 by purchasing at group rates, supplemental life and A.D. and D. insurance
13 coverage. He may also purchase life insurance coverage for his spouse and
14 children. Purchase of life insurance will be subject to open enrollment rules and
15 evidence of insurability.

16
17 4. Vision Care for employees and dependents. Employees covered by
18 this Agreement shall be offered a "Group Vision Plan" as part of the Group
19 Insurance Plan. Such plan is to be based on the following provisions:

20
21 One examination and one pair of lenses in a twelve (12) month period.
22 One frame in a twenty-four (24) month period.

23
24 The plan is to provide up to forty-five dollars (\$45.00) per examination.

25
26 ~~Single Vision ————— \$25.00 per pair of lenses~~
27 ~~Bifocal Vision ————— \$45.00 per pair of lenses~~
28 ~~Trifocal Vision \$61.00 per pair of lenses~~
29 ~~Lenticular Vision ————— \$77.00 per pair of lenses~~

30
31 Lenses – Network, one pair lenses every 12 months, subject to twenty
32 dollar (\$20.00) co-pay.

33 Non-Network one pair every 12 months subject to current allowance.

34
35 ~~Contact (after operation~~
36 ~~for cataracts) ————— \$101.00 per pair of lenses~~
37 ~~Contact (normal) ————— \$45.00 per pair of lenses~~

38
39 Contacts- Network, seventy five dollars (\$75.00) reimbursement per 12
40 months; Non-Network, forty five dollars (\$45.00) reimbursement every
41 12 months.

42 If medically necessary, Network covered in full after VSP approval
43 once every 12 months; Non-Network, one hundred and one dollars
44 (\$101.00) reimbursement once every 12 months.

45
46 ~~Frames ————— \$45.00~~

47 Frames- Network, one hundred fifty dollars (\$150.00) reimbursement
48 every 24 months; Non-Network, ninety dollars (\$90.00) reimbursement
49 every 24 months.

1
2 B. Employees on leave of absence (including medical leave) or layoff may
3 elect to continue their Group Medical, life and dental insurance coverage by
4 paying to the Company a monthly fee covering the cost of such coverage
5 according to COBRA but not less than a period of up to three (3) months.
6 Employees on Workman's Compensation who have expended all injury leave
7 and sick leave as set forth in Article 14, Paragraph D., shall have their group
8 insurance (life, medical, dental) premiums paid by the Company for a period of
9 ninety (90) days subsequent to the expiration of their injury and sick leave
10 benefits. After the above coverage has been expended, the medical and life
11 insurance may be converted to individual plans within thirty (30) days.
12

13 C. Employees retiring may continue participating in the Group Medical Plan
14 under this Agreement for themselves and their dependants at their own expense
15 until they are eligible for Medicare.
16

17 D. Short Term Disability coverage will be provided by the Company in the
18 amount of forty percent (40%) of weekly basic earnings up to a maximum of five
19 hundred dollars (\$500.00) per week. The Company shall offer an Optional Short-
20 Term Disability Plan. The cost to the employee of optional short-term coverage
21 will be determined by the Company and this amount may change from year to
22 year. The optional short-term disability plan will provide benefits equal to twenty
23 percent (20%) of the weekly basic earnings up to a maximum benefit of two
24 hundred dollars (\$200.00) a week. All terms and conditions which apply to the
25 Basic Short-Term Disability Plan shall apply to the Optional Short-Term Disability
26 Plan.
27

28 E. The amount of employee contributions required of part-time employees for
29 the Health Plan will be as follows:
30

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 hereto and
4 made a part of this Agreement shall prevail on and after November 1, 1981, and
5 subject to change on successive dates as specified in said schedule.

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

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

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

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

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

33
34 G. Employees working in a higher classification shall be paid the rate of pay for
35 that classification for all hours worked and when on and when on a regular shift
36 will be paid as such for the entire shift. Employees temporarily upgraded to a
37 higher classification may be returned to work in the lower classification when no
38 longer required in the higher classification. Employees working in the lower
39 classification will continue to receive their higher rate of pay unless demoted
40 through a force reduction as set forth in Article 9, Paragraph K. Technicians
41 upgraded for limited Required Inspection Authorization (R.I.I.) shall be paid a
42 differential over and above their normal rate of pay of one dollar and ~~forty-fifty~~
43 ~~cents~~ (\$1.4050) per hour.

44
45 H. 1. Employees in the Technician and higher classifications who hold, and
46 thereafter continue to hold, a valid, applicable Airframe License, Powerplant
47 License; General Radio-Telephone Operators License shall be paid ~~one-two~~
48 ~~dollars and seventy-five cents~~ (\$1.752.00) per hour for the first license and two
49 dollars and twenty-five cents (\$2.25) for a second license ~~each such license~~ with
50 a maximum of ~~three-four~~ dollars and fifty-twenty-five cents (\$3.504.25) per hour.

1 Those employees as of June 28, 1999 currently receiving a premium for a
2 Repairman's certificate will continue to receive that premium.

3
4 2. Employees in the classifications of Aviation, Facilities, and Automotive,
5 Technicians shall be paid a skill premium of ~~one-two~~ dollars ~~and seventy-five~~
6 ~~cents~~ (~~\$1.75~~2.00) per hour for a maximum of one (1) qualifying certificate.
7 Qualifying certificates shall be:

- 8
9 a. ASE certificate (Automotive Technician)
10 b. Journeyman's license (Facilities Technician)
11 c. Welder's certificate (Automotive and Aircraft Technician)
12 d. Boilerman's certificate (Facilities Technician)
13 e. Machinist certificate (Machinist Technician)
14

15 Each certificate/license shall be reviewed by the Company and the
16 Association to determine qualification under this Article. Certificates must be for
17 the applicable state.
18

19 3. License and skill premiums will be added to the employee's base rate
20 and are, therefore, subject to multiplication. In order to be eligible for license and
21 skill premium pay such license and skill certificate must be registered with the
22 Maintenance Department. Notwithstanding any of the foregoing, no one shall be
23 entitled to more than ~~three-four~~ dollars and ~~fifty-twenty-five~~ cents (~~\$3.50~~4.25) in
24 combination of license/skill premiums.
25

26 I. Where there is a shortage equal to one-half day's pay or more in the pay of
27 an employee, and such shortage is the result of a Company error, a special
28 check will be issued at the Company's General Offices by the Company within
29 four (4) accounting working days after notification to the Company regarding the
30 shortage.
31

32 J. Employees in the technician and higher classifications who hold a
33 permanent bid position within line maintenance shall be paid ~~twenty-five~~forty
34 ~~cents~~ (~~\$.~~2540) per hour as a line differential. The line differential shall be added
35 to the employee's base rate and are, therefore, subject to multiplication. If an
36 employee is assigned to line maintenance for less than four (4) hours in a work
37 day, he shall not be entitled to the line differential. If the employee is assigned to
38 line maintenance for four (4) hours or more in a work day, he shall be paid the
39 line differential for the entire shift if worked.
40

41 K. When an employee under this Agreement moves from lower classification to
42 a higher classification, the employee shall be assigned the base hourly rate of
43 pay in the higher classification which is equal to his rate of pay in the lower
44 classification. If no such equal rate exists, the employee shall receive the next
45 higher rate in the higher classification. Thereafter, the employee will progress on
46 the pay scale accordingly.
47

48 L. Leads will be paid a premium of one dollar and ~~forty-fifty~~ cents (~~\$1.40~~50) per
49 hour.
50

1 M. When an employee has been designated as a non-management trainer, he
2 will receive one dollar and ~~forty~~ fifty cents (\$1.~~40~~50) per hour as a trainer
3 premium, pursuant to Article 12, paragraph E.

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

7
8 O. ~~Variable Pay Plan (VPP): VPP is a way for mechanics to share in the~~
9 ~~success of Alaska Airlines. Under the VPP, mechanics will receive a lump sum~~
10 ~~distribution equal to 1% of their pay for each percentage point that Alaska's~~
11 ~~pretax margin exceeds 5%, up to a pretax margin of 12% (or a maximum of 7%~~
12 ~~of gross earnings). For example, if Alaska's revenues are \$2 billion and its~~
13 ~~pretax profit is \$180 million, that's a pretax margin of 9% (\$180 million divided by~~
14 ~~\$2 billion), which would result in a VPP payout to mechanics of 4% of base pay.~~
15 ~~The 4% payout is calculated by taking the actual pretax margin (9%) and~~
16 ~~subtracting the threshold margin (5%). (This replaces Article 23.O)~~

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

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

22
23 Technicians and Related Craft employees represented by AMFA will
24 participate in the Alaska Air Group Performance Based Pay (PBP) plan with a
25 target payout of 5% of eligible earnings. The terms of the PBP plan will be made
26 available to the Technicians and Related annually.

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

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

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

48
49 The Company agrees that if the mechanics' wages fall below the middle of
50 the market, as defined below, the Company will adjust the wage scale to the

1 middle of the market as defined below. However, the annual increase will not be
2 less than one and one-half (1½) percent above the current year's rates.

3
4 This "market based" methodology is only for determining rates of pay for
5 | the out-years in this ~~2005-2011~~ through ~~2009-2016~~ Agreement. It is not intended
6 to reflect the methodology for determining rates of pay in future negotiations on
7 subsequent Agreements.

8
9 Current Comparator Carriers used in defining the market:

10
11 Southwest, Jet Blue, Continental, American, Frontier, Delta, United,
12 | ~~Northwest, American Trans Air, America West~~, US Air, and Air Tran.

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

18
19 When ranking in the "middle" Alaska will be placed precisely in between
20 the two data points of the carriers ranking above and the carrier ranking just
21 below the mid-point.

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

1 **ARTICLE 24, SAVINGS CLAUSE**

2

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

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

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

18 IN WITNESS WHEREOF, the parties hereto have signed this Amendment
19 to Agreement this ___ day of _____.

20
21 WITNESS: FOR ALASKA AIRLINES, INC.

22
23 WITNESS: FOR ALASKA AIRLINES, INC.

24 _____
25
26 Vice President Labor Relations

27 _____
28
29 Vice President Maintenance and
30 Engineering

31
32 WITNESS: AIRCRAFT MECHANICS
33 FRATERNAL ASSOCIATION

34
35
36 _____
37 AMFA Region 1 Director
38 _____

1 **ARTICLE 26, SCHEDULE A**

2
3 Each annual increase will be no less than one and one-half (1½) percent of the previous
4 year's rates. The tables below reflect the minimum rates. Annual review of Schedule A
5 rates will be in accordance with the provisions outlined in Article 23.

6
7 | Classification 10-17-11 10-17-12 10-17-13 10-17-14 10-17-15

8
9 | Lead Inspector Inspector + 1.~~40~~50* Hourly

10
11 | Inspector Technician + 1.~~40~~50* Hourly

12
13 | Lead Technician Technician + 1.~~40~~50* Hourly

14
15 Technician

16	1 st Step	<u>19.94</u>	<u>20.24</u>	<u>20.54</u>	<u>20.85</u>	<u>21.16</u>
17	2 nd Step	<u>20.33</u>	<u>20.63</u>	<u>20.94</u>	<u>21.26</u>	<u>21.58</u>
18	3 rd Step	<u>20.97</u>	<u>21.28</u>	<u>21.60</u>	<u>21.93</u>	<u>22.26</u>
19	4 th Step	<u>22.87</u>	<u>23.21</u>	<u>23.56</u>	<u>23.91</u>	<u>24.27</u>
20	5 th Step	<u>23.54</u>	<u>23.89</u>	<u>24.25</u>	<u>24.62</u>	<u>24.99</u>
21	6 th Step	<u>24.92</u>	<u>25.29</u>	<u>25.67</u>	<u>26.05</u>	<u>26.45</u>
22	7 th Step	<u>26.31</u>	<u>26.71</u>	<u>27.11</u>	<u>27.51</u>	<u>27.93</u>
23	8 th Step	<u>31.40</u>	<u>31.87</u>	<u>32.34</u>	<u>32.83</u>	<u>33.32</u>

24
25
26 | Classification 10-17-11 10-17-12 10-17-13 10-17-14 10-17-15

27
28 Technician Helper / Janitor

29	1 st Step	<u>10.73</u>	<u>10.89</u>	<u>11.06</u>	<u>11.22</u>	<u>11.39</u>
30	2 nd Step	<u>11.39</u>	<u>11.56</u>	<u>11.73</u>	<u>11.91</u>	<u>12.08</u>
31	3 rd Step	<u>12.08</u>	<u>12.26</u>	<u>12.44</u>	<u>12.63</u>	<u>12.82</u>
32	4 th Step	<u>12.74</u>	<u>12.93</u>	<u>13.12</u>	<u>13.32</u>	<u>13.52</u>
33	5 th Step	<u>13.40</u>	<u>13.60</u>	<u>13.80</u>	<u>14.01</u>	<u>14.22</u>
34	6 th Step	<u>14.22</u>	<u>14.43</u>	<u>14.65</u>	<u>14.87</u>	<u>15.09</u>
35	7 th Step	<u>15.02</u>	<u>15.24</u>	<u>15.47</u>	<u>15.70</u>	<u>15.94</u>
36	8 th Step	<u>15.82</u>	<u>16.06</u>	<u>16.30</u>	<u>16.55</u>	<u>16.79</u>
37	9 th Step	<u>16.61</u>	<u>16.86</u>	<u>17.11</u>	<u>17.37</u>	<u>17.63</u>
38	10 th Step	<u>17.43</u>	<u>17.69</u>	<u>17.96</u>	<u>18.23</u>	<u>18.50</u>
39	11 th 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 + 1.4050* Hourly
3		
4	Fleet Service	
5	1 st Step	8.75
6	2 nd Step	9.29
7	3 rd Step	9.84
8	4 th Step	10.38
9	5 th Step	10.93
10	6 th Step	11.59
11	7 th Step	12.24
12	8 th Step	12.90
13	9 th Step	13.55
14	10 th Step	14.21
15	11 th Step	16.55

16

17

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

21

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

1 **ARTICLE 27, LETTERS OF AGREEMENT**

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

- 10
11 1. Letter of Agreement - John Hancock Retirement (ACA)
12 2. Letter of Agreement - Military Charters
13 3. Letter of Agreement - License Requirement
14 4. Letter of Agreement - "COPS" Utilization
15 5. Letter of Agreement - Prudhoe Bay
16 ~~6. Letter of Agreement - New Station~~
17 ~~76.~~ Letter of Agreement - Chemical Dependency
18 ~~87.~~ Letter of Agreement - Airport Service
19 ~~9. Letter of Agreement - Japan Airlines - Moses Lake~~
20 ~~409.~~ Letter of Agreement - ASAP
21 ~~1110.~~ Letter of Agreement - Job security
22 ~~12.~~ ~~Letter of Agreement - Special Projects Crew~~
23 ~~13.~~ ~~Letter of Agreement - One Time Payment~~
24 ~~14.~~ ~~Letter of Agreement - Pay Week Change~~
25 ~~15.~~ ~~Letter of Agreement - 180 Day Temporary Assignment - Unstaffed~~
26 ~~Locations~~
27 ~~1611.~~ Letter of Agreement - Electronic Preference Bidding Process
28 ~~17.~~ ~~Letter of Agreement - Leave of Absence in Lieu of Furlough~~
29 ~~1812.~~ Letter of Agreement - Flexible / Alternate Work Schedules
30 ~~19.~~ ~~Letter of Agreement - Contract Extension 2009~~
31 13. Letter of Agreement - Vacation Buy Back Program
32 14. Letter of Agreement - Medical Plan Collaboration to Cut Costs and
33 Establish Wellness Plans
34 15. Letter of Agreement - Alaska Air Group
35 16. Letter of Agreement - Long Term Commitment Pay

1 **ARTICLE 28, SHIFT DIFFERENTIAL**

2
3 A. Employees ~~covered by this Agreement~~ shall receive ~~multiple~~ shift
4 differentials of fifty-one (51) cents per hour for second shift or fifty-eight (58)
5 cents per hour for the third shift when they work these shifts as defined in Article
6 5.

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

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

1 **ARTICLE 29, LONGEVITY ALLOWANCE**

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

8
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 This bonus is part of the wage rate and, therefore, shall be included in the
16 computation of pay for hour of overtime, holidays, vacation, sick leave, etc.

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

1 **Article 31, Union Shop**

2
3 A. Each employee, now or hereafter covered by the Labor Agreement between
4 the parties, as it may have been supplemented or amended, as a condition of
5 continued employment, within sixty (60) work days following completion of the
6 required probation period or the effective date of this Agreement, whichever is
7 later, shall become a member of (membership is voluntary provided that non-
8 members shall pay agency fees as a condition of employment -- see the
9 Association for more information or seek independent legal advice), and
10 thereafter maintain membership in good standing (as herein defined) in the
11 Association, provided that such condition shall not apply with respect to any
12 employee to whom such membership is not available upon the same terms and
13 conditions as are generally applicable to any other member covered by this
14 Agreement, or with respect to whom membership is denied or whose
15 membership is terminated for any reason other than the failure of the employee
16 to tender the initiation fees and monthly dues uniformly required of other
17 employees as a condition of acquiring or retaining membership.
18

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

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

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

41 E. 1. An employee discharged by the Company under the provisions herein
42 shall be deemed to have been "discharged for cause" within the meaning of the
43 terms and provisions of this Agreement.
44

45 2. The Association shall indemnify and hold the Company harmless
46 against any and all claims, demands, suits or other forms of liability that may
47 arise out of or by reason of the provisions of this Article the Company shall
48 promptly notify the Association of any such claims of liability made against the
49 Company.
50

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

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

16 H. AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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

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

33
34 Signature of Employee:

35 _____

36
37 Employee Number: _____

38 | ~~Full 10-Digit Number~~

39
40 Classification Seniority Date: _____

41
42 Location: _____

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

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

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

WITNESSETH:

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

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

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

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

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

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

30 Signed this 11th day of June, 1971.

31
32 WITNESS:

FOR ALASKA AIRLINES, INC.

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

37 WITNESS:

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

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

s/Charles D. Easley
Charles Easley, General Chairman

APPENDIX "A"

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

LETTER OF AGREEMENT

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

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

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

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

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

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

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

Signed this 25th day of June, 1999.

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

FOR ALASKA AIRLINES, INC.

O. V. Delle-Femine National Director

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

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

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

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

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

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

Signed this 25th day of June, 1999.

WITNESS:

FOR ALASKA AIRLINES, INC.

Three horizontal lines for witness signature.

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

WITNESS:
FRATERNAL

AIRCRAFT MECHANICS
ASSOCIATION

Three horizontal lines for witness signature.

O. V. Delle-Femine
National Director

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

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

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

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

Signed this 25th day of June, 1999.

WITNESS:

FOR ALASKA AIRLINES, INC.

Three horizontal lines for witness signature.

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

WITNESS:
FRATERNAL

AIRCRAFT MECHANICS
ASSOCIATION

Three horizontal lines for witness signature.

O. V. Delle-Femine
National Director

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

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

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

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

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

26 1. Article 4, Classification of Work

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

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

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

50 2. Article 5, Hours of Service

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

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

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

13 d. There shall be no shift differential.
14

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

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

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

25 3. Article 6, Overtime

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

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

37 4. Article 7, Holidays

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

1 5. Article 10, Vacancies

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

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

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

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

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

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

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

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

33
34 6. Article 13, Vacations

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

40
41

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

48

1 7. Article 14, Sick Leave

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

7
8 8. Article 15, Transportation

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

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

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

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

21
22 9. Article 21, General and Miscellaneous

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

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

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

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

39
40 WITNESS:

FOR ALASKA AIRLINES, INC.

41 _____
42 _____
43 _____
44 _____
45 _____
46 _____
47 _____

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

1 WITNESS:
2 FRATERNAL
3
4
5 _____
6 _____
7 _____
8
9 _____
10 _____
11 _____
12

AIRCRAFT MECHANICS

ASSOCIATION

O. V. Delle-Femine
National Director

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

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

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

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

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

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

~~_____ Signed this 11th day of October, 1979.~~

~~FOR ALASKA AIRLINES, INC. _____ FOR INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS~~

~~s/Robert E. Gray _____ s/Charles D. Easley
Robert E. Gray _____ Charles D. Easley
Vice President, Industrial Relations _____ President & General Chairman~~

~~_____ s/Walter Fitzgibbon~~

1 |
2 TO ALL TECHNICIANS
3 AND RELATED EMPLOYEES
4

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

12
13 YOUR JOB SECURITY WILL NOT BE JEOPARDIZED BY
14 REQUESTING AND/OR ACCEPTING HELP AND TREATMENT
15

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

19
20 The importance of this program to the afflicted individual cannot be over-
21 emphasized. The need for his cooperation in responding to treatment by trained
22 professionals also cannot be over-emphasized.

23
24 THE ALTERNATIVE in failing to accept help and treatment could be loss of job
25 and, finally, life itself. Unfortunately, the problem may not be obvious to the
26 person struggling with this terrible disease. It may be more evident to their
27 family, friends and fellow employees. All employees must accept a responsibility
28 in the control of this disease among their peers.

29
30 ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST CONFIDENCE.
31 Should you desire assistance, please contact your Employee Assistance
32 Program Coordinator or Airline Representative.

33
34 Signed this 25th day of June, 1999.

35
36
37
38 _____
39 O. V. Delle-Femine
National Director

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

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians, & Related Crafts

Establishing an Amendment Covering

Airport Services for Other Carriers

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

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

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

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

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

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

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

Article 3.C. Status of Agreement

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

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

3
4 Article 5. Hours of Service

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

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

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

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

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

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

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

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

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

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

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

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

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

50

1 Article 9. Seniority

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

13
14 Article 19.D.4. Severance Disallowance

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

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

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

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

31
32 WITNESS:

FOR ALASKA AIRLINES, INC.

33
34 _____
35 _____
36 _____
37 _____
38 _____

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

39
40 WITNESS:
41 FRATERNAL

AIRCRAFT MECHANICS
ASSOCIATION

42
43 _____
44 _____
45 _____
46 _____
47 _____
48 _____
49 _____
50 _____

O. V. Delle-Femine
National Director

1
2
3 ~~May 24, 1999~~
4

5
6
7 ~~Mr. O. V. Delle-Femine~~
8 ~~National Director~~
9 ~~Aircraft Mechanics Fraternal Association~~
10 ~~P. O. Box 1224~~
11 ~~Laconia, NH 03247~~
12

13 ~~Dear Mr. Delle-Femine:~~
14

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

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

24 ~~1. Initially the maintenance contract will require Alaska Airlines to staff with~~
25 ~~eight (8) aircraft technicians, one (1) lead technician and one supervisor.~~
26

27 ~~2. Within the above staffing limitation, Alaska Airlines will initially provide~~
28 ~~maintenance coverage for six (6) days a week, two shifts per day with seven~~
29 ~~(7) technicians per day.~~
30

31 ~~3. In order to provide the necessary coverage, certain shifts shall be scheduled~~
32 ~~according to the needs of the service.~~
33

34 ~~4. All technicians or lead technicians must remain on assignments for a~~
35 ~~minimum of two (2) years after being awarded a preference bid or being~~
36 ~~hired directly into the assignment.~~
37

38 ~~5. Japan Air Lines required Alaska Airlines to hire two (2) former Jet Aero~~
39 ~~mechanics, thus only six (6) technician positions will be available for system~~
40 ~~preference bidding.~~
41

42 ~~6. It is understood that the Maintenance Supervisor shall be a working member~~
43 ~~of the group but shall not be scheduled daily but shall provide coverage and~~
44 ~~assistance as may be required by the operation and at the specific direction~~
45 ~~of the contractor.~~
46

47 ~~7. It is understood that Alaska Airlines technicians may be cross-utilized as~~
48 ~~provided in Article 4, paragraph Q. of the basic Agreement.~~
49

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

4
5 Sincerely,

6
7
8 ~~Thomas R. O'Grady~~
9 ~~A.V.P., Labor Relations~~

10
11 Agreed:

12
13 WITNESS: _____ FOR ALASKA AIRLINES, INC.

14
15 _____
16 _____ Thomas R. O'Grady
17 _____ Assistant V.P., Labor Relations

18
19 _____
20
21
22 WITNESS: _____ AIRCRAFT _____ MECHANICS
23 FRATERNAL
24 _____ ASSOCIATION

25
26 _____
27 _____ O. V. Delle-Femine
28 _____ National Director

29
30 _____
31 _____ Kevin F. McCormick
32 _____ National Administrator
33

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

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

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

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

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

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

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

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

46 The Company will provide the Association's ASAP Representative like travel
47 privileges as the Company and FAA ERC Representatives receive over the
48 Company's system while performing his ASAP duties.
49

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

WITNESS: FOR ALASKA AIRLINES, INC.

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

Brian Hirshman
Staff V.P./Maintenance

WITNESS:

AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37

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

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

Signed this ____ day of _____, ~~2009~~2011.

WITNESS:

For ALASKA AIRLINES, INC.

Shane Tacket
Vice President Labor Relations

Fred Mohr
Vice President Maintenance and Engineering

WITNESS:

AIRCRAFT MECHANIC FRATERNAL ASSOCIATION

Earl Clark
AMFA Region 1 Director

AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Representing

The Technician & Related Crafts

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

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

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

K. Special Projects Crew

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

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

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

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

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

~~3. Team Selection:~~

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

~~a. Technicians must be on the Special Project Crew.~~

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

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

1 ~~_____ d. Current overtime status will not prohibit an employee from being~~
2 ~~selected.~~

3 _____
4 ~~_____ e. Those employees who are on leave of absence, vacation, sick~~
5 ~~leave, jury duty, on the job injury/modified duty, military leave, training, etc., will~~
6 ~~not be eligible for consideration for Special Projects assignment.~~

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

19 _____
20 ~~_____ Major Structures:~~

21 ~~_____ 1) Structures Special Project Group~~

22 ~~_____ 2) Qualified volunteers from the other Special Project Groups~~

23 _____
24 ~~_____ Avionics:~~

25 ~~_____ 1) Avionics Special Project Group~~

26 ~~_____ 2) Qualified volunteers from the other Special Project Groups~~

27 _____
28 ~~_____ A & P:~~

29 ~~_____ 1) A&P Special Project Groups~~

30 ~~_____ 2) Qualified volunteers from the other Special Project Groups~~

31 _____
32 _____
33 ~~_____ g. When the special project is at a remote location, or if there is no~~
34 ~~help available and the project is of a nature where more than one (1) person is~~
35 ~~required for safety purposes, at least two (2) people will be sent on the special~~
36 ~~project.~~

37 _____
38 ~~_____ 4. Once a dedicated team has been assigned to a Special Project, all~~
39 ~~overtime related to that project will be handled within that dedicated team first.~~

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

45 _____
46 _____
47 ~~This Letter of Agreement shall become effective on the date of signing. It shall~~
48 ~~remain in full force as outline above.~~

49 _____
50 ~~_____ Signed this _____ day of _____, 2005.~~

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

WITNESS: _____ For ALASKA AIRLINES, INC.

Dennis Hamel
Vice President Employee Services

Fred Mohr
Vice President Maintenance and Engineering

WITNESS: _____ AIRCRAFT MECHANIC FRATERNAL ASSOCIATION

Louis Key
AMFA Region 1 Director

AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Representing

The Technician & Related Crafts

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

WHEREAS, In an effort to recognize the Alaska Airlines technicians professionalism and valued contributions during the negotiating process the Company agrees to pay each active employee (including those on Military Leave of Absence) covered under this agreement a one time payment of One Thousand (\$1,000.00) dollars to be paid as soon as administratively possible after the Date of Signing of this agreement

Signed this _____ day of _____, 2005.

WITNESS: _____ For ALASKA AIRLINES, INC.

Dennis Hamel
Vice President Employee Services

Fred Mohr
Vice President Maintenance and Engineering

WITNESS: _____ AIRCRAFT MECHANIC FRATERNAL ASSOCIATION

Louis Key
AMFA Region 1 Director

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
representing
The Technician & Related Crafts

~~This letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (Hereinafter referred to as the "ASSOCIATION").~~

~~WHEREAS, the Company wishes to,~~
~~the Association wishes to:~~

~~NOW, THEREFORE, the parties agree to the following change to contractual language:~~

~~**Article 12, H.:**
If an employee is // scheduled for training // for one (1) week or more, // his work week will be modified from // his regular schedule. // He will be notified of // his training by management. For example, for a one (1) week class // he will go to training Monday through Friday and have the **following preceding** Saturday and Sunday off.~~

~~This letter of agreement shall become effective on the date of signing, and shall remain in full force for the duration of the current agreement, as well as any subsequent extensions, unless revoked with the mutual consent of both parties.~~

Signed this _____ day of _____, 2008.

WITNESS: _____ FOR ALASKA AIRLINES, INC.

WITNESS: _____ FOR AIRCRAFT MECHANICS
_____ FRATERNAL ASSOCIATION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
representing
The Technician & Related Crafts

This letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (Hereinafter referred to as the "ASSOCIATION").

WHEREAS, the Company wishes to have the ability to more effectively align available manpower to the changing needs in the operation, and while doing so protect employees from facing unnecessary furlough implications, and whereas, the Association wishes to continue to grow the Technician ranks and the locations where aircraft maintenance is performed by those Technicians.

NOW, THEREFORE, the parties agree to the following procedures regarding un-staffed locations (Bid Locations or Stations):

At un-staffed locations (Bid Locations or Stations), where the Company is considering creating vacancies, or temporary operational needs require we staff Technicians, consistent with the language in Article 10, Paragraph F, the Company may select an employee to work at that location on a temporary basis, not to exceed 180 days.

This letter of agreement shall become effective on the date of signing, and shall remain in full force for the duration of the current agreement, as well as any subsequent extensions, unless revoked with the mutual consent of both parties.

Signed this _____ day of _____, 2008.

WITNESS: _____ FOR ALASKA AIRLINES, INC.

WITNESS: _____ FOR AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
for
Technicians & Related Crafts

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

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

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

Signed this day of , 2009.

WITNESS:

FOR ALASKA AIRLINES, INC.

Kurt Kinder

Dennis Hamel

1 Managing Director, Line Maintenance

Vice President Employee Services

2

3

4 _____
Sonia Alvarado

5 Manager, Labor Services

Fred Mohr
Vice President Maintenance and Engineering

6

7

8 WITNESS:

AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION

9

10

11

12

13 _____
Mark Dahl

14 Airline Representative

Earl Clark
AMFA Region 1 Director

15

16

17

18 _____
Timothy Cullen

19 Airline Representative

20 Local 14

|

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION Representing
The Technicians & Related Crafts

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

~~WHEREAS, in an effort to recognize the difficulty and hardship a furlough can place on an employee, the Company agrees to the following:~~

- ~~2. When it becomes necessary to reduce staff by furloughing employees, an employee with more company service who would not otherwise be furloughed may, at the Company's discretion, be granted a leave of absence of up to two (2) years to enable employees with less company service to work.~~
- ~~3. Employees with more company service, accepting a leave in lieu of furlough (LILOF) under the circumstances described above, will not retain their on-line travel privileges or their travel on Horizon Air.~~
- ~~4. Under such leaves the employee shall retain and continue to accrue seniority.~~
- ~~5. Employees involuntarily furloughed and/or those on an approved LILOF, who would have subsequently been furloughed, are not eligible for this type of leave.~~
- ~~6. LILOF may be granted upon written request and will be considered in seniority order. Copies of the approval shall be forwarded to the Personnel Department and to the appropriate Airline Representative of the Union.~~
- ~~7. Employees covered by this Agreement shall, upon return from an authorized LILOF, be returned to the bid location from which they left and the position (shift and days off) they held at the time they left on said leave.~~
- ~~8. If a shift realignment takes place while an employee is on an approved LILOF, it is the obligation of the employee to keep his manager/supervisor informed of his preference for position(s). Failure to do so will result in the employee, upon return, being assigned to a position (shift and days off) until the next realignment.~~

1 ~~9. Employees covered by this Agreement shall be exempt from the provisions of Article~~
2 ~~11.I., and may seek any gainful employment during the leave. All other provisions~~
3 ~~of Article 11 will apply.~~

4
5
6 Signed this _____ day of _____, 2009.

7
8 WITNESS: _____ FOR ALASKA AIRLINES, INC.

9
10 _____
11 Kurt Kinder _____ Dennis Hamel
12 Managing Director, Line Maintenance _____ Vice President Employee Services

13
14 _____
15 Sonia Alvarado _____ Fred Mohr
16 Manager, Labor Services _____ Vice President Maintenance and Engineering

17
18
19 WITNESS: _____ AIRCRAFT MECHANICS FRATERNAL
20 _____ ASSOCIATION

21
22
23 _____
24 Mark Dahl _____ Earl Clark
25 Airline Representative _____ AMFA Region 1 Director
26 Local 32 _____

27
28 _____
29 Timothy Cullen
30 Airline Representative
31 Local 14

1 _____
2 Kurt Kinder
3 Managing Director, Line Maintenance
4 Services

Dennis Hamel
Vice President Employee

5
6 _____
7 Sonia Alvarado
8 Manager, Labor Services
9 Engineering

Fred Mohr
Vice President Maintenance and

10
11
12 WITNESS:

AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION

13
14
15 _____
16 Mark Dahl
17 Airline Representative
18 Local 32

Earl Clark
AMFA Region 1 Director

19
20 _____
21 Timothy Cullen
22 Airline Representative
23 | Local 14

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
representing
The Technician & Related Crafts

It is hereby mutually understood and agreed, by and between the parties of this letter, that;

Alaska Airlines Inc. and the Aircraft Mechanics Fraternal Association agree to an extension to the current agreement amendable October 17, 2009. The following modifications will apply.

1) Article 22 Insurance Paragraph A-1-d

Contributions and Deductibles

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

January 1, 2009 to December 31, 2009

Premiums will be equal to 100% of the January 1, 2009 Alaska Airlines Employees Health Care Plan but no greater than the following.

	<u>PPO</u>	<u>HMO</u>
<u>Employee only</u>	<u>\$86.44/Mo.</u>	<u>Variable</u>
<u>Employee + Spouse</u>	<u>\$172.90/Mo.</u>	
<u>Employee + Children</u>	<u>\$146.96/Mo.</u>	<u>See Par. e</u>
<u>Family</u>	<u>\$233.40/Mo.</u>	<u>Below</u>

January 1, 2010 to December 31, 2010

Premiums will be equal to 100% of the January 1, 2010 Alaska Airlines Employees Health Care Plan but no greater than the following.

	<u>PPO</u>	<u>HMO</u>
<u>Employee only</u>	<u>\$99.00/Mo.</u>	<u>Variable</u>
<u>Employee + Spouse</u>	<u>\$199.00/Mo.</u>	
<u>Employee + Children</u>	<u>\$169.00/Mo.</u>	<u>See Par. e</u>
<u>Family</u>	<u>\$268.00/Mo.</u>	<u>Below</u>

January 1, 2011 Thereafter

Premiums will be equal to 100% of the January 1, 2011 Alaska Airlines Employees Health Care Plan but no greater than the following. The 2011 rates will remain in effect until renegotiated with AMFA.

	<u>PPO</u>	<u>HMO</u>
<u>Employee only</u>	<u>\$114.00/Mo.</u>	<u>Variable</u>
<u>Employee + Spouse</u>	<u>\$229.00/Mo.</u>	
<u>Employee + Children</u>	<u>\$194.00/Mo.</u>	<u>See Par. e</u>
<u>Family</u>	<u>\$308.00/Mo.</u>	<u>Below</u>

1
2
3 At no point will the premiums exceed an 80/20 percent cost split with the Company,
4 with the employee's portion of the premiums not exceeding 20 percent of the total cost of
5 the Alaska Airlines Employees Health Care Plan.
6

7 2) Article 22 Paragraph O
8

9 Variable Pay Plan (VPP) superseded with Performance Based Pay Plan for
10 calendar / plan year 2009 and thereafter. Technicians and Related Craft employees
11 represented by AMFA will participate in the Alaska Air Group Performance Based
12 Pay plan with a target payout of 5% of eligible earnings. The terms of the PBP plan
13 will be made available to the Technicians and Related annually.
14

15 3) Article 25 Effective Date and Duration
16

17 Except as may otherwise be specifically provided, this Agreement shall become effective
18 upon date of signing, and shall remain in full force and effect for the period ending
19 October 17 2011 and shall automatically be renewed under the same terms and
20 conditions for consecutive yearly periods thereafter unless notice of intended change is
21 served as provided herein. Either party desiring to amend or modify any provision of this
22 Agreement shall serve notice in writing on the other party at least twelve (12) months
23 preceding October 17, 2011 or October 17 of any year thereafter; specifically
24 mentioning any amendments or modifications desired, and no other provisions of this
25 Agreement shall be affected by such notice, except to the extent that other provisions
26 must be revised to conform with the amendments or modifications agreed upon. When
27 any notice of desired amendment or modifications of any provisions hereof is served, the
28 parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate
29 concerning such desired amendments or modifications.
30

31 4) Article 26 Schedule A
32

33 Classification 10-17-08 10-17-09 10-17-10
34

35 Lead Inspector Inspector + 1.40* Hourly
36

37 Inspector Technician + 1.40* Hourly
38

39 Lead Technician Technician + 1.40* Hourly
40

41
42 Technician

43	1st Step	\$18.43	\$18.71	\$18.99
44	2nd Step	\$18.79	\$19.07	\$19.36
45	3rd Step	\$20.31	\$20.61	\$20.92
46	4th Step	\$21.14	\$21.46	\$21.78
47	5th Step	\$21.76	\$22.09	\$22.42
48	6th Step	\$23.03	\$23.38	\$23.73
49	7th Step	\$24.32	\$24.68	\$25.06
50	8th Step	\$29.02	\$29.46	\$29.90

51
52 Classification 10-17-08 10-17-09 10-17-10

1
2 Technician Helper / Janitor

3	1st Step	\$9.92	\$10.07	\$10.22
4	2nd Step	\$10.53	\$10.69	\$10.85
5	3rd Step	\$11.16	\$11.33	\$11.50
6	4th Step	\$11.77	\$11.95	\$12.13
7	5th Step	\$12.39	\$12.58	\$12.76
8	6th Step	\$13.14	\$13.34	\$13.54
9	7th Step	\$13.88	\$14.09	\$14.30
10	8th Step	\$14.63	\$14.85	\$15.07
11	9th Step	\$15.36	\$15.59	\$15.82
12	10th Step	\$16.11	\$16.35	\$16.60
13	—			
14	11th Step	\$17.31	\$17.57	\$17.83

15
16 The Company and AMFA agree to open the contract on an annual basis to review
17 and adjust pay rates based on the Technicians relative position to their peers in
18 the market only as outlined in the language in Article 23 R.
19

20 5) Letter of Agreement #11

21
22 Resigning of Job Protection / No Subcontracting Letter of Agreement #11 through
23 October 16, 2011.
24

25 Signed this _____ day of _____, 2009.

26
27 WITNESS: _____ FOR ALASKA AIRLINES, INC.

28
29 _____
30 Kurt Kinder _____ Dennis Hamel
31 Managing Director, Line Maintenance _____ Vice President Employee Services
32

33 _____
34 Sonia Alvarado _____ Fred Mohr
35 Manager, Labor Services _____ Vice President Maintenance and Engineering
36

37
38 WITNESS: _____ AIRCRAFT MECHANICS FRATERNAL
39 _____ ASSOCIATION
40

41 _____
42 Mark Dahl _____ Earl Clark
43 Airline Representative _____ AMFA Region 1 Director
44 Local 32 _____
45

46 _____
47 Timothy Cullen
48 Airline Representative
49 Local 14

1 Following vacation bidding in each of the years 2012, 2013 and 2014 the parties
2 will meet to assess the process for its effectiveness and to consider and
3 implement any mutually agreed to changes for the following year.

4
5 This letter will expire December 31, 2014, unless the Company and the Airline
6 Representative(s) mutually agree to extend this letter following this test period.

7
8
9 WITNESS: _____ For ALASKA AIRLINES, INC. _____

10
11
12 Kurt Kinder _____ Shane Tackett _____
13 _____ Vice President Labor Relations _____

14
15 Bob Hartnett _____
16 _____ Fred Mohr _____
17 _____ Vice President Maintenance & _____
18 Sonia Alvarado _____ Engineering _____

19
20
21 Marie Underwood _____

22
23
24 WITNESS: _____ AIRCRAFT MECHANIC FRATERNAL
25 ASSOCIATION _____

26
27
28 Mark Dahl _____ Earl Clark _____
29 _____ AMFA Region 1 Director _____

30
31 Tim Cullen _____
32 _____ Louie Key _____
33 _____ AMFA National Director _____

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
Representing
The Technician & Related Crafts

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

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

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

NOW, THEREFORE, we commit to work together and partner in the following manner:

The Company and the Association will work jointly in quarterly meetings to learn more about the challenges of providing a benefits plan that can adapt with the market, fostering and encouraging quality care and good outcomes at costs affordable to the Company and to our employees.

The Company will develop and share medical plan claims data, at a level that is compliant with privacy requirements, on a regular basis to increase the awareness of trends and of the costs of our plan, and explore specific recommendations to reduce or minimize the impact of escalating health care claims costs.

We will share a willingness to explore, and if mutually agreed, test new plan designs and new tools which will help incent informed and thoughtful consumer behavior in our members' choice of medical providers and discretionary treatments as well as encourage informed dialog with providers. These tools should promote and incent wellness programs to maintain and improve the health of all of our members and work to reduce wasteful medical treatments and procedures.

We share a commitment to work together during the term of the Agreement to implement agreed upon wellness programs and incentives, cost containment and "value based" benefits with applicable incentives and other mutually agreed affordable health care programs with demonstrated good outcomes, with flexibility on the part of both parties to remove, with mutual agreement, any contractual barriers which might otherwise impede a successful enhancement of such programs.

WITNESS: For ALASKA AIRLINES, INC.

Kurt Kinder Shane Tackett
Vice President Labor Relations

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

Bob Hartnett

Fred Mohr

Vice President Maintenance &

Sonia Alvarado

Engineering

Marie Underwood

WITNESS:

AIRCRAFT MECHANIC FRATERNAL
ASSOCIATION

Mark Dahl

Earl Clark

AMFA Region 1 Director

Tim Cullen

Louie Key

AMFA National Director

Letter of Agreement
by and Between
Alaska Air Group, Inc.,
Alaska Airlines, Inc.,
and
Aircraft Mechanics Fraternal Association
as representative of the Mechanics and Related Employees
employed by Alaska Airlines, Inc.

Alaska Air Group, Inc. ("AAG"), Alaska Airlines, Inc. ("Alaska"), and the Aircraft Mechanics Fraternal Association ("AMFA"), as representative of the Mechanics and Related Employees employed by Alaska (the "Employees"), agree as follows:

1. AAG, as parent of Alaska, desires to join with Alaska and AMFA in protecting and preserving the work of the Employees because doing so enhances the value of AAG's investment in Alaska by providing additional protection to the ongoing stability in the relationship between Alaska and the Employees and providing greater financial strength to Alaska.

2. AAG has reviewed and is familiar with the terms of Section 3 (Status of the Agreement) of the 2011 Collective Bargaining Agreement between Alaska and AMFA (the "Agreement").

3. AAG will comply with, and will require Alaska and any Successor, as defined in Section 3 of the Agreement, to comply with Sections 3.E, 3.F, 3.G, and 3.H of the Agreement.

4. This Letter of Agreement becomes effective on the effective date of the Agreement and will remain in effect concurrent with the Agreement and any status quo period applicable to the Agreement under the Railway Labor Act (RLA).

The parties have attested to their agreement to all of the foregoing terms by signing this Letter of Agreement effective this _____ day of _____, 2011.

Alaska Air Group, Inc. Alaska Airlines, Inc. Aircraft Mechanics Fraternal Association

William S. Ayer Bradley D. Tilden Louie Key
Chairman & CEO President National Director

AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Representing

The Technician & Related Crafts

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

WHEREAS, In an effort to recognize the Alaska Airlines technicians professionalism and valued contributions during the negotiating process and their long term commitment under this Agreement the Company agrees to pay each active employee (including those on Military Leave of Absence) covered under this agreement a one time payment of One Thousand (\$1,500.00) dollars to be paid as soon as administratively possible after the Date of Signing of this agreement

Signed this _____ day of _____, 2011.

WITNESS: _____ For ALASKA AIRLINES, INC.

Shane Tacket
Vice President Labor Relations

Fred Mohr
Vice President Maintenance and Engineering

WITNESS: _____ AIRCRAFT MECHANIC FRATERNAL ASSOCIATION

Earl Clark
AMFA Region 1 Director

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42