

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

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

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

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

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

The normal work schedule for the Primary Association ERC representative will be Day shift Monday through Friday. His starting time may vary to accommodate schedule variations.

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

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

Frank Boksanska
National Safety & Standards Director

Louie Key
Region 1 Director