



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

4  
5 2) Article 22 Paragraph O

6  
7 **Variable Pay Plan (VPP) superseded with Performance Based Pay Plan for calendar / plan**  
8 **year 2009 and thereafter. Technicians and Related Craft employees represented by AMFA**  
9 **will participate in the Alaska Air Group Performance Based Pay plan with a target payout**  
10 **of 5% of eligible earnings. The terms of the PBP plan will be made available to the**  
11 **Technicians and Related annually.**

12  
13 A one time Retroactive Lump Sum Payout: at Date of Signing (DOS) active (or on approved –  
14 Leave of Absence (LOA) employees of record as of December 31, 2008 will receive a lump sum  
15 bonus equal to the payout for the 2008 plan year.

16  
17 Average Top of Scale Technician lump sum estimated a \$2,083.

18 Average for all Technicians lump sum estimated at \$1,990.

19  
20 3) Article 25 Effective Date and Duration

21  
22 Except as may otherwise be specifically provided, this Agreement shall become effective upon  
23 date of signing, and shall remain in full force and effect for the period ending **October 17 2011**  
24 and shall automatically be renewed under the same terms and conditions for consecutive yearly  
25 periods thereafter unless notice of intended change is served as provided herein. Either party  
26 desiring to amend or modify any provision of this Agreement shall serve notice in writing on the  
27 other party at least **twelve (12) months** preceding **October 17, 2011 or October 17** of any year  
28 thereafter; specifically mentioning any amendments or modifications desired, and no other  
29 provisions of this Agreement shall be affected by such notice, except to the extent that other  
30 provisions must be revised to conform with the amendments or modifications agreed upon.  
31 When any notice of desired amendment or modifications of any provisions hereof is served, the  
32 parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate  
33 concerning such desired amendments or modifications.

34  
35 4) Article 26 Schedule A

36  
37

Classification	<u>10-17-08</u>	<u>10-17-09</u>	<u>10-17-10</u>
38			
39 Lead Inspector	Inspector + 1.40* Hourly		
40			
41 Inspector	Technician + 1.40* Hourly		
42			
43 Lead Technician	Technician + 1.40* Hourly		
44			
45			
46 Technician			
47 1 <sup>st</sup> Step	\$18.43	\$18.71	\$18.99
48 2 <sup>nd</sup> Step	\$18.79	\$19.07	\$19.36
49 3 <sup>rd</sup> Step	\$20.31	\$20.61	\$20.92
50 4 <sup>th</sup> Step	\$21.14	\$21.46	\$21.78
51 5 <sup>th</sup> Step	\$21.76	\$22.09	\$22.42
52 6 <sup>th</sup> Step	\$23.03	\$23.38	\$23.73
53 7 <sup>th</sup> Step	\$24.32	\$24.68	\$25.06
54 8 <sup>th</sup> Step	\$29.02	\$29.46	\$29.90

55

Classification	<u>10-17-08</u>	<u>10-17-09</u>	<u>10-17-10</u>
Technician Helper / Janitor			
1 <sup>st</sup> Step	\$9.92	\$10.07	\$10.22
2 <sup>nd</sup> Step	\$10.53	\$10.69	\$10.85
3 <sup>rd</sup> Step	\$11.16	\$11.33	\$11.50
4 <sup>th</sup> Step	\$11.77	\$11.95	\$12.13
5 <sup>th</sup> Step	\$12.39	\$12.58	\$12.76
6 <sup>th</sup> Step	\$13.14	\$13.34	\$13.54
7 <sup>th</sup> Step	\$13.88	\$14.09	\$14.30
8 <sup>th</sup> Step	\$14.63	\$14.85	\$15.07
9 <sup>th</sup> Step	\$15.36	\$15.59	\$15.82
10 <sup>th</sup> Step	\$16.11	\$16.35	\$16.60
11 <sup>th</sup> Step	\$17.31	\$17.57	\$17.83

**The Company and AMFA agree to open the contract on an annual basis to review and adjust pay rates based on the Technicians relative position to their peers in the market only as outlined in the language in Article 23 R.**


5) Letter of Agreement #11

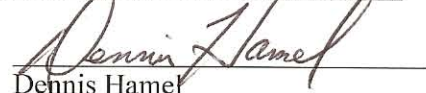
Re-signing of Job Protection / No Subcontracting Letter of Agreement #11 through October 16, 2011.

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

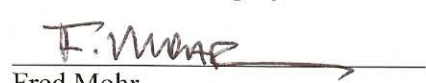
WITNESS:

FOR ALASKA AIRLINES, INC.

  
 Kurt Kinder  
 Managing Director, Line Maintenance


  
 Dennis Hamel  
 Vice President Employee Services

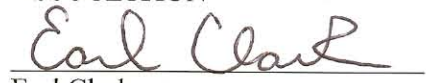
  
 Sonia Alvarado  
 Manager, Labor Services


  
 Fred Mohr  
 Vice President Maintenance and Engineering

WITNESS:

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

  
 Mark Dahl  
 Airline Representative  
 Local 32

  
 Earl Clark  
 AMFA Region 1 Director

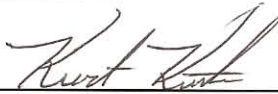
  
 Timothy Cullen  
 Airline Representative  
 Local 14


1 **ARTICLE 25, EFFECTIVE DATE AND DURATION**  
2

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

17 IN WITNESS WHEREOF, the parties hereto have signed this Amendment to  
18 Agreement this **31st day of August, 2009.**  
19

20 **WITNESS:**

21   
22 \_\_\_\_\_  
23 Kurt Kinder


24   
25 \_\_\_\_\_  
26 Sonia Alvarado

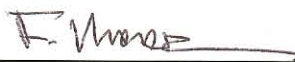
31 **WITNESS:**

32   
33 \_\_\_\_\_  
34 Mark Dahl

35   
36 \_\_\_\_\_  
37 Timothy Cullen

20 **For ALASKA AIRLINES, INC.**

21   
22 \_\_\_\_\_  
23 Dennis Hamel  
24 Vice President Employee Services

25   
26 \_\_\_\_\_  
27 Fred Mohr  
28 Vice President Maintenance and Engineering  
29  
30

31 **AIRCRAFT MECHANIC FRATERNAL ASSOCIATION**

32   
33 \_\_\_\_\_  
34 Earl Clark  
35 AMFA Region 1 Director  
36  
37  
38  
39  
40  
41

1  
2 **AGREEMENT**  
3 **between**  
4 **ALASKA AIRLINES, INC.**  
5 **and**  
6 **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**  
7  
8  
9

10 **WHEREAS, Alaska Airlines, Inc. (the "Company") and the Aircraft**  
11 **Mechanics Fraternal Association ("AMFA") desire to establish job security**  
12 **for the presently active members of the bargaining unit,**  
13

14 **NOW, THEREFORE, the parties agree:**  
15

16 **1. Effective on the date of signing of this Letter of Agreement through**  
17 **October 16, 2011, the company will not subcontract any scheduled line**  
18 **maintenance work currently performed by AMFA employees in Anchorage,**  
19 **Juneau, Seattle, Portland, Oakland, San Francisco, Los Angeles, Phoenix,**  
20 **nor will the Company lower the classification of any of the above stations**  
21 **in the GPM, provided Alaska Airlines continues to operate at that station.**  
22 **The Company further agrees that during the above stated period, the**  
23 **Company will refrain from layoffs (i.e., where no bumping rights) of any**  
24 **AMFA-represented employee, who is actively employed or on an approved**  
25 **leave of absence as of the date of signing of this Agreement. No other**  
26 **individuals shall enjoy any rights under this Letter of Agreement.**  
27

28 **2. Provided, however, the Company shall be excused from**  
29 **compliance with the above "no-layoff" provision to the extent that a**  
30 **circumstance over which it does not have control is the cause of such non-**  
31 **compliance. The term "circumstance over which it [i.e., the Company]**  
32 **does not have control" includes a natural disaster; an act of terrorism;**  
33 **work disruption or stoppage that prevents the Company from operating its**  
34 **planned schedule for thirty (30) days or more; grounding of a substantial**  
35 **number of the Company's aircraft by or through the actions of a**  
36 **government agency; reduction in flying operations because of the**  
37 **unavailability of an adequate fuel supply; revocation of the Company's**  
38 **operating certificate; or military action or a national emergency that**  
39 **prevents the Company from operating its planned schedule for thirty days**  
40 **or more.**  
41

42  
43 **3. The parties affirm that the duration stated in paragraph 1, above,**  
44 **shall be subject to extension hereafter only upon the mutual, written**  
45 **agreement of the Company and AMFA. The parties specifically agree that,**  
46 **absent such an extension agreement, the protections afforded employees**  
47 **by this Letter of Agreement shall be deemed to expired on October 16, 2011**  
48 **and AMFA will not assert otherwise in any forum on any basis (contractual**

1 or legal), including but not limited to an assertion that the furlough  
2 restrictions set forth in this Letter of Agreement are or can somehow be  
3 extended by the status quo provisions of the Railway Labor Act, 45 U.S.C. §  
4 156.  
5

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

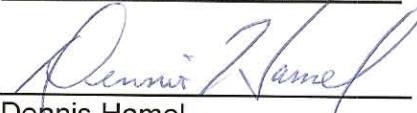
10 Signed this 31st day of August, 2009.


11  
12 WITNESS:

13   
14 \_\_\_\_\_  
15 Kurt Kinder

16   
17 \_\_\_\_\_  
18 Sonia Alvarado

12 For ALASKA AIRLINES, INC.

13   
14 \_\_\_\_\_  
15 Dennis Hamel  
16 Vice President Employee Services


17   
18 \_\_\_\_\_  
19 Fred Mohr  
20 Vice President Maintenance and Engineering  
21  
22  
23

24 WITNESS:

25   
26 \_\_\_\_\_  
27 Mark Dahl

28   
29 \_\_\_\_\_  
30 Timothy Cullen  
31  
32  
33

24 AIRCRAFT MECHANIC FRATERNAL ASSOCIATION

25   
26 \_\_\_\_\_  
27 Earl Clark  
28 AMFA Region 1 Director