

The Aircraft Mechanics Fraternal Association and the Alaska Airlines have tentatively agreed to three proposed Letters of Agreement (LOA), which are being submitted to the membership for their consideration.

Aviation Safety Action Program (ASAP) Letter of Agreement.

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. Some of the elements of this LOA are as follows:

1. Will require the Association to sign a Memorandum of Understanding with the company and the Federal Aviation Administration.
2. The elements of the ASAP are set forth in a Memorandum of Understanding (MOU) between the FAA, Company, and the Association
3. 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 thus by terminating this LOA.
4. 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
5. 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.
6. 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.
7. 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.

New starting time for the third or graveyard shift Letter of Agreement.

The second LOA would adjust the starting time for the third or graveyard shift to an earlier hour. Some of the elements of this LOA are as follows:

1. There is a need to retain Employees on the third shift (graveyard)
2. Third shift (graveyard) begins at or after 7:30 p.m., and before 5:00 a.m.
3. Eight (8) hours or ten (10) hours inclusive of a meal period not to exceed thirty (30) minutes shall constitute a full day of work on the graveyard shift (third shift).

On the Job Trainer classification Letter of Agreement.

The third LOA would greatly enhance the On the Job Trainer classification language in the current contract. The purpose of this LOA is to try and resolve problems related to filling the positions through the bidding process. Improvements include the following:

1. An increase in the OJT premium from \$1.25 to \$1.40.
2. The removal of the (two) 2-year bid commitment.
3. Ranking status same as lead. A member will not lose any lead seniority if they elect to bid the new classification.
4. Reduction of the "eligibility to bid" requirement from (five) 5-years to (two) 2-years of basic classification seniority.
5. Selection of OJT to perform training at another station will be as outlined in Article 8, Field Service and Special Projects, rather than the company arbitrarily selecting whom they want to send.
6. Under the current contract there is a transition period after date of signing of the contract to select trainers under the new selection process, the current ON the Job Trainers are to remain in their positions and receive the trainer premium until the selection process has been completed. The transition period may last up to a maximum of six (6) months... (January 25, 2004). This OJT Letter of Agreement (LOA) will extend this transition period 120 days from the date of ratification by the AMFA membership.
7. Operational units which have already selected OJTs under the terms of the 2002-2004 Agreement language, shall not be required to re-run or re-do their selection process.

Please read the enclosed Letter of Agreements carefully, if you have any question contact you Local Airline Representative.

Fraternally,

Charles P. Rees
Alaska Airlines Representative
AMFA Local 14, Seattle