

2004-2005 Alaska Airlines and AMFA Negotiation
Tentative Agreement
Mutually Agreed Intent Document

Article 1	None
Article 2	None
Article 3	None
Article 4	None
Article 5	None
Article 6	None
Article 7	Intent

A. The change from Washington's Birthday to President's Day is to reflect the actual day observed.

The striking of the last two sentences in that paragraph is not intended to change the current practice. Our collective understanding of the current practice is that, for pay purposes, the holiday is the day of punch in for day and swing shifts, and for grave shift it is the punch in the night before the holiday which carries into the actual holiday in which the majority of their hours are worked.

When a graveyard employee is called in early (prior to his shift) for overtime purposes, he shall be paid at the holiday rate for all hours worked.

Article 8 Intent:

C. If a lead is sent on a field trip he will be the point of contact for the field trip and considered available at that station.

J2a. The intent of "planned departure time," is a time that is determined by management and determines the selection of the Field Trip Crew. It's the departure time that determines the selection of the crew, not the time the trip was determined necessary.

Article 9 Intent:

K. During the meeting the Association may present potential alternatives to the reduction in force. The Company will consider reasonable proposed alternatives, provided however, that there is no obligation to delay the process. The Company may require confidentiality agreement(s) as a condition of entering into these discussions.

K.2.b. Example: A *Technician* who holds seniority in the Lead or OJT classification may exercise this seniority in the event of a furlough to displace a junior employee in the Lead or OJT classification or into any other classification in which he holds seniority.

M. and N. For purposes of distinguishing between the terms “furlough” and “layoff”:

An employee on “furlough” is one who has been displaced from his station or classification but continues to be employed in another station or different classification covered by this Agreement.

An employee on “layoff” is one who has been displaced from his station or classification and is not employed in any position covered by this Agreement.

Article 10 Intent:

D1. Continued employee evaluations may be utilized to maintain an acceptable standard of performance. These evaluations would not be relevant to seniority issues but would work as continued “coaching” for employee performance.

H. There will be a closing date established for each posted vacancy. Bids must be received before 5:00 PM Pacific time on the closing date to be considered.

Article 11	None
Article 12	None
Article 13	None
Article 14	None
Article 15	None
Article 16	None
Article 17	None
Article 18	None

Article 19 None

Article 20 None

Article 21 None

Article 22 Intent:

A1, d (1) Reference to the “Alaska Airlines Employees Health Care Plan” is intended to refer to the “plan” that the Company intends for all employees to be participating in, including management. Additionally, the Company agrees to provide current “plan” premium cost data to validate the 80/20 percent cost sharing annually.

Article 23 None

Article 24 None

Article 25 None

Article 26 None

Article 27 None

Article 28 None

Article 29 None

Article 30 None, no longer applicable. Fleet Service Wages are outlined in Article 26. There are no employees who are covered by this provision.

Article 31 None