

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 (herein after referred to as the "Union").

WHEREAS, Alaska Airlines needs to attract Employees to bid the OJT positions, and

NOW, THEREFORE, the parties agree to amend Article 4, Article 9, Article 12 and Article 23 as follows:

**Article 4 Classification of Work**

I. On the Job Trainer

The work of an On the Job Trainer (OJT) shall consist of training employees under this Labor Agreement in topics that are generally recognized as informal training. Such position will be selected from volunteers based upon a combination of classification seniority and qualifications such as: communication and organizational skills, technical skills and training ability. The trainer, when directed by a supervisor, will be removed from the work group (Article 4, paragraph O.2.) and the Lead's responsibility. He will be under the direction of the Supervisor to perform the required training. Assignment of OJT duties shall be at the discretion of management. If an assignment will cause extraordinary hardship, management shall consider any employee request not to be assigned on a case by case basis and will exercise managerial discretion in making the assignment. This required training shall include limited classroom; video; CBT; operational requirement initial and recurrent training, (i.e. engine run, taxi, LWMP, cold weather procedures, fueling procedures); and specialized technical procedures training. The above is not a classification, simply a description of the basic functions of the various OJT classifications (i.e., Inspection OJT, Avionics OJT, Aircraft OJT, Facilities OJT, Automotive OJT, and Fleet Service OJT.

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

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

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

**INTENT:**

During the transition period after date of signing of the contract to select trainers under the new selection process, the current ON the Job Trainers will remain in their positions and receive the trainer premium until the selection process has been completed. During the transition period there may be some overlap of trainers. The transition period may last up to a maximum of six (6) months. The transition period and the provisions as stated above will be extended 120 days from the date of the OJT Letter of Agreement (LOA) being ratified by the AMFA membership.

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.

**Article 9 Seniority**

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

1. Lead/OJT Inspector
2. Inspector
3. Lead/OJT Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
4. Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
5. Lead/OJT Fleet Service
6. Fleet Service
7. Technician Helper
8. Janitor

**INTENT:** By ranking, the Lead and OJT classifications are the same. Those employees who have been appointed as an OJT shall retain previously accrued seniority in the lead classification.

**Article 12 Training**

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

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

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

a. Classification Seniority

b. Qualifications

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

3. The OJT must have competently performed the work for which he is training. He shall have at least Two (2) years of basic classification seniority.

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

5. // Delete 24 month bid commitment within the trainer classification.

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

**Article 23 Wage Rules**

M. When an employee has been designated as a non-management trainer, he will receive one dollar and forty cents (\$1.40) per hour as a trainer premium pursuant to Article 12, paragraph F. 4.

WITNESS:

FOR ALASKA AIRLINES, INC.

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Cathryn V. Dammell  
Staff V.P./Labor and Employment Law

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Brian Hirshman  
Staff V.P./Maintenance

WITNESS:

AIRCRAFT MECHANICS FRATERNAL  
ASSOCIATION

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Louie Key                      AMFA Regional I Director

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