

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 the parties are interested in implementing an electronic preference bidding system consistent with the intent of Article 10, Vacancies, both parties agree to the following:

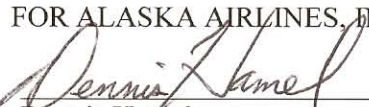
1. The Company may implement an electronic bidding system for use in all aspects of vacancy bidding as outlined in Article 10, utilizing approved electronic media, with the following provisions:
2. A Technician who does not have access to such media may place a preference bid by contacting their local Union Representative or local management and requesting that they place a bid for them through the established system. A copy of that bid will be forwarded to the requesting Technician.
3. All bids will be effective immediately, and the receipt of such bid shall be the printed screen indicating that the bid has been sent or accepted.
4. Bids submitted for a posted position will only remain active until the posted position is filled. All other bids will be considered annual bids and must be renewed between January 1 and January 15 of each year to remain in effect.
5. No paper bids will be accepted after the implementation of the approved electronic system.
6. All other rules as outlined in Article 10 shall apply.

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

WITNESS:

  
Kurt Kinder  
Managing Director, Line Maintenance

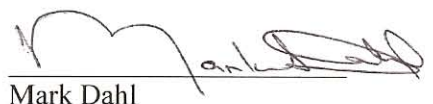
  
Sonia Alvarado  
Manager, Labor Services

FOR ALASKA AIRLINES, INC.  
  
Dennis Hamel  
Vice President Employee Services

  
Fred Mohr  
Vice President Maintenance and Engineering

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WITNESS:

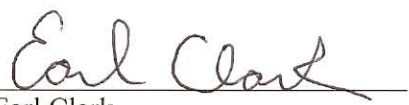


Mark Dahl  
Airline Representative  
Local 32



Timothy Cullen  
Airline Representative  
Local 14

AIRCRAFT MECHANICS FRATERNAL  
ASSOCIATION



Earl Clark  
AMFA Region 1 Director