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2
3 AGREEMENT
4 between

5 ALASKA AIRLINES, INC.

6 and

7 AIRCRAFT MECHANICS FRATERNAL ASSOCIATION Representing
8 The Technicians & Related Crafts

9 This Letter of Agreement is made and entered into in accordance with the provisions of
10 the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC.
11 (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS
12 FRATERNAL ASSOCIATION (hereinafter referred to as the "ASSOCIATION").

13
14 WHEREAS, in an effort to recognize the difficulty and hardship a furlough can place on
15 an employee, the Company agrees to the following:


- 16
17 1. When it becomes necessary to reduce staff by furloughing employees, an
18 employee with more company service who would not otherwise be furloughed
19 may, at the Company's discretion, be granted a leave of absence of up to two (2)
20 years to enable employees with less company service to work.
21
22 2. Employees with more company service, accepting a leave in lieu of furlough
23 (LILOF) under the circumstances described above, will not retain their on-line
24 travel privileges or their travel on Horizon Air.
25
26 3. Under such leaves the employee shall retain and continue to accrue seniority.
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28 4. Employees involuntarily furloughed and/or those on an approved LILOF, who
29 would have subsequently been furloughed, are not eligible for this type of leave.
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31 5. LILOF may be granted upon written request and will be considered in seniority
32 order. Copies of the approval shall be forwarded to the Personnel Department and
33 to the appropriate Airline Representative of the Union.
34
35 6. Employees covered by this Agreement shall, upon return from an authorized
36 LILOF, be returned to the bid location from which they left and the position (shift
37 and days off) they held at the time they left on said leave.
38
39 7. If a shift realignment takes place while an employee is on an approved LILOF, it
40 is the obligation of the employee to keep his manager/supervisor informed of his
41 preference for position(s). Failure to do so will result in the employee, upon
42 return, being assigned to a position (shift and days off) until the next realignment.
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44 8. Employees covered by this Agreement shall be exempt from the provisions of
45 Article 11.I., and may seek any gainful employment during the leave. All other
46 provisions of Article 11 will apply.
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49 Signed this 31st day of August, 2009.

50
51 WITNESS:

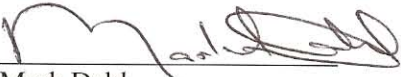
FOR ALASKA AIRLINES, INC.
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Kurt Kinder
Managing Director, Line Maintenance



Sonia Alvarado
Manager, Labor Services

WITNESS:



Mark Dahl
Airline Representative
Local 32


Timothy Cullen
Airline Representative
Local 14


Dennis Hamel
Vice President Employee Services


Fred Mohr
Vice President Maintenance and Engineering

AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION


Earl Clark
AMFA Region 1 Director