



AGREEMENT

BETWEEN

ALASKA AIRLINES, INC.

AND

**INTERNATIONAL ASSOCIATION OF
MACHINISTS
AND AEROSPACE WORKERS**

FOR

RAMP AND STORES EMPLOYEES



2012 – 2018 AGREEMENT

RAMP & STORES CONTRACT
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1 2012 AMENDMENT
2 TO THE WORKING
3 AGREEMENT

4 between
5 ALASKA AIRLINES, INC.

6 and
7 INTERNATIONAL ASSOCIATION OF MACHINISTS
8 AND AEROSPACE WORKERS
9

10
11 Hereinafter, ALASKA AIRLINES, INC., will be referred to as
12 the "Company," and the INTERNATIONAL ASSOCIATION OF
13 MACHINISTS AND AEROSPACE WORKERS will be referred to as
14 the "Union."
15
16
17

1 ARTICLE 1, PURPOSE OF THIS AGREEMENT
2

3 A. The purpose of this Agreement is, in the mutual interest of the
4 Company and of the employees, to provide for the operation of the
5 services of the Company under methods which will further, to the
6 fullest extent possible, the safety of air transportation, the efficiency
7 of operation, and the continuation of the employment under
8 conditions of reasonable hours, proper compensation, and
9 reasonable working conditions. It is recognized by this Agreement to
10 be the duty, of the Company and of the employees, to cooperate fully
11 both individually and collectively, for the advancement of that
12 purpose.
13

14 B. No employee covered by this Agreement will be interfered
15 with, re-strained, coerced, or discriminated against by the Company,
16 its officers or agents because of membership in or lawful activity on
17 behalf of the Union.
18

19 C. It is understood wherever in this Agreement employees or jobs
20 are referred to in the male gender, it shall be recognized as referring
21 to both male and female employees.
22

23 D. Alaska Airlines and the International Association of Machinists
24 and Aerospace Workers hereby agree that neither the Company nor
25 the Union will discriminate against any employee because of race,
26 color, religion, national origin, disability, or veteran status, sex, // age,
27 sexual orientation, or sexual identity.
28

1 ARTICLE 2, SCOPE OF AGREEMENT
2

3 A. The Company's General Policy, Operating, Maintenance
4 Manuals and the Company's System Regulation, Customer Service,
5 and General Maintenance Manuals shall be made available to all
6 employees. Each employee shall be responsible for knowledge of
7 their location and contents. The Company shall advise all
8 employees of changes in rules and/or regulations that could result in
9 disciplinary action. Employees covered by this Agreement shall be
10 governed by such Manuals and by all applicable rules, regulations
11 and orders issued by properly designated authorities of the Company
12 which are not in conflict with the terms of this Agreement. The
13 Company shall have the right to modify these manuals, policies,
14 System Regulations during the term of the Agreement. The
15 Company will insure that these rules, regulations and orders,
16 together with such amendments or changes as may be made from
17 time to time, are made available to all employees.
18

19 B. The Company agrees that all work normally performed by the
20 employees covered by this Agreement in its Airport Stations or other
21 facilities is recognized as coming within the jurisdiction of the
22 International Association of Machinists and is covered by this
23 Agreement. The parties agree that the Company may (1) continue to
24 contract out work heretofore customarily farmed out; (2) return
25 equipment, parts, or assemblies to the manufacturers or to a
26 manufacturer-approved repair station for repair or replacement; (3)
27 purchase necessary parts, equipment or facilities including but not
28 limited to the installation of fixed equipment and new facilities
29 construction; (4) contract out any work when the Company's
30 facilities, equipment or personnel are not sufficient or available or
31 where employees covered by this Agreement do not have the
32 experience and ability to satisfactorily perform the work required or
33 warranty agreements exist; (5) contract out any work for which the
34 Company's cost exceeds the vendors charges, less material; (6)
35 reserve the right to contract out other work with the approval of the
36 Union.
37

38 C. When "new equipment" is put into service by the Company, all
39 employees required to utilize this "new equipment" will be provided
40 training regarding its use. To the extent practicable, all employees
41 will be given an opportunity to become familiar with the new
42 equipment. Upon review and approval by local management, such
43 training may include one-on-one individual training.
44

1 D. 1. In the event of the introduction of “new equipment or
2 technology” that will be used by employees in this bargaining unit
3 and will directly affect the employees performance or process in
4 functioning in his position, the Company and the IAM
5 President/Directing General Chair or his designee will meet at least
6 sixty (60) calendar days prior to the scheduled implementation date
7 for the “new technology”. The purpose of this meeting will be to
8 discuss and review the impact of the new technology. The following
9 topics shall be reviewed at this meeting.

10 a. A description of the nature of the proposed
11 technological changes.

12 b. The approximate number, locations and employee
13 classifications likely to be affected by the technological change.

14 c. The impact on the job security of bargaining unit
15 employees.

16 d. The reason for the change and the impact it will
17 have on the Company’s operation.

18 e. The Company’s efforts to minimize any negative
19 impact the technological change may have on the employees
20 affected.

21 2. If the introduction of new technology directly results in a
22 reduction in force of employees covered by this Agreement, the
23 Company will make reasonable efforts to provide retraining and/or
24 alternate job placement within the Company for all affected
25 incumbent employees.

26 3. For purposes of this Article, the terms “new equipment”
27 and/or “new technology” do not include enhancements or upgrades
28 to currently used equipment or systems. Such new equipment or
29 technology must be used by the employees covered by this
30 Agreement and must directly affect the employee’s performance or
31 functioning in his job.

1 ARTICLE 3, STATUS OF AGREEMENT
2

3 A. The Union is recognized by the Company as its sole and
4 exclusive collective bargaining agent for those employees of Alaska
5 Airlines employed in the United States of America, and composing
6 the class and crafts of ground service employees, whose
7 classifications are covered by this Agreement, and in the event the
8 Company opens a new base such base shall be considered the
9 same as a new department of the Company and shall come under
10 the Agreement.

11
12 B. The right to hire, promote, discharge or discipline for cause
13 and to maintain discipline and efficiency of employees is the sole
14 responsibility of the Company, provided it is not in conflict with any
15 paragraph in this Agreement. In addition, it is agreed upon and
16 understood that the routes to be flown, the equipment to be used, the
17 location of plants, hangars, facilities, stations, and offices; the
18 scheduling of airplanes, the scheduling of overhaul, repair and
19 servicing of equipment; and methods to be followed in the overhaul,
20 repair and servicing of airplanes are the sole and exclusive function
21 and responsibility of the Company.

22
23 C. It is the intent of the parties of this Agreement that the
24 procedures herein shall serve as a means of peaceful settlement for
25 all disputes that may arise between them. During the life of this
26 Agreement the Company will not lock out any employee; the Union
27 will not cause or permit its members to cause nor will any member of
28 the Union take part in any sit-down, stay-in, or slow-down in any
29 plant, hangar or facility of the Company, or in any curtailment or
30 restriction of operation, overhaul, repair or servicing of airplane, or
31 any work of the Company. The Union will not cause or permit its
32 members to cause, nor will any member of the Union take part in any
33 strike or stoppage of any of the Company's operations, or picket any
34 of the Company plants or premises until the bargaining procedures
35 outlined in this Agreement and provided for in the Railway Labor Act
36 have been exhausted; and in no case where a grievance or dispute
37 comes under the jurisdiction of the System Board of Adjustment as
38 provided for herein. The Company reserves the right to discipline
39 any employee taking part in any violation of this provision of the
40 Agreement.

41
42 D. No employee covered by this Agreement shall in any way
43 cause malicious damage to either the property or the reputation of
44 the Company. Any such action shall be cause for immediate

1 discharge. The Union agrees that it will cooperate in preventing
2 such actions.

3
4 E. In the event of a merger, purchase, or acquisition of another
5 company, involving that entire company or a substantial portion of
6 that company by the Company, the IAM and the Company will meet
7 to discuss the merger, purchase, or acquisition. The Company will
8 provide the IAM with the information concerning the proposed
9 merger, purchase, or acquisition at the earliest feasible time to allow
10 for the Union to prepare for those discussions. Those discussions
11 will include the impact of the merger, purchase, or acquisition upon
12 the IAM represented employees.

13
14 This Agreement shall be binding upon any successor, assign,
15 assignee, transferee, administrator, executor and/or trustee (a
16 "successor") of the Company resulting from any transaction that
17 involves transfer (in a single transaction or a multistep transaction) to
18 such successor of ownership and/or control of all or substantially all
19 of the equity securities and/or assets of the Company. The
20 Company agrees that it shall not consummate any transaction that
21 involves a transfer as defined herein until the Successor agrees in
22 writing to be bound by the terms of this agreement.

23
24 The following provisions apply in the case of a successorship
25 transaction, as described in paragraph E. above, in which the
26 successor is an air carrier or any corporate affiliate, alliance or
27 acquisition of an air carrier. The ramp and stores employees shall be
28 merged in accordance with the following:

29
30 1. The integration of the seniority lists of the ramp and
31 stores employees shall be governed by Sections 2.a., 3 and 13 of
32 the Allegheny-Mohawk Labor Protection Provisions (LPP's). The
33 successor shall accept the integrated seniority list, including any
34 conditions and restrictions established through the LPP proceedings,
35 as applicable: and

36
37 a. There shall be no system wide realignment of
38 Ramp and Stores positions, or system rebid, resulting from the
39 integration of the seniority lists or the implementation of a single
40 collective bargaining agreement that results in employees on the
41 Alaska Airlines seniority list being involuntarily displaced / "bumped"
42 from their station by a pre-transaction employee of the Successor.
43 This paragraph shall not restrict the Successor from the furloughing

1 of employees from the integrated seniority list due to closure of a
2 station of reduction in operations at a station.
3

4 2. The respective ramp and stores collective bargaining
5 agreement shall be merged into one (1) agreement as the result of
6 negotiations with the IAM and the Successor: and
7

8 3. In the event of a transaction in which the Successor is
9 not an air carrier or any corporate affiliate of an air carrier, the
10 Successor shall, in addition to assuming all obligations under the
11 Agreement, provide the ramp and stores employees with Labor
12 Protection Provisions as specified in paragraph E. above.
13

14 4. Any and all disputes concerning alleged violation of
15 Paragraph E. shall be resolved by final and binding arbitration. The
16 Company agrees to arbitrate any grievance filed by the Association
17 alleging violation of Paragraph E. on an expedited basis directly
18 before a neutral arbitrator. The dispute shall be heard expeditiously
19 no later than thirty (30) days following the submission to the neutral
20 arbiter and decided expeditiously no later than sixty (60) days after
21 submission. The parties agree to abide by any arbitration award that
22 is issued.
23

1 ARTICLE 4, CLASSIFICATION OF WORK
2

3 A. Lead Stores Agent
4

5 A Lead Stores Agent shall, as a working member of the
6 group, be charged with the responsibility of leading, directing, and
7 approving the work of Stores Agents not exceeding a group totaling
8 more than fifteen (15) other Stores Agents. Where five (5) or more
9 Stores Agents are assigned to work on a shift, one shall be a lead.

10
11 B. Stores Agent
12

13 The work of Stores Agents shall consist of requisitioning,
14 receiving, shipping (which may include dangerous goods and
15 materials), warehousing, storing, disbursing and recording parts,
16 equipment and supplies at locations where the Company maintains
17 stores or stockrooms where the work is sufficient to justify the
18 employment of a // Stores Agent.
19

20 C. Lead Ramp Service
21

22 A Lead Ramp Serviceman shall, as a working member of the
23 group, be charged with the responsibility of leading, directing, and
24 approving the work of ramp servicemen not exceeding a group
25 totaling more than fifteen (15) other employees. Where five (5) or
26 more ramp servicemen are assigned to work on a shift, one shall be
27 lead. The lead may be required to train as long as such training
28 does not conflict with the demands of his lead responsibilities.
29

30 D. Ramp Serviceman
31

32 The work of a Ramp Serviceman shall consist of servicing
33 aircraft while on the ground, involving the loading, unloading, packing
34 and securing cargo and equipment in aircraft, pickup and delivery of
35 all cargo; including mail, express, baggage, freight, company
36 material, buffet and cabin supplies, and may include clerical
37 functions; such as, but not limited to, preparation of airway bills,
38 sales, tickets and air freight, reservations, weight and balance
39 manifests, as required by and in accordance with Company
40 Procedures and load plans.
41

42 Ramp Servicemen shall, in accordance with Company
43 procedures, service the aircraft lavatory and water systems, assist
44 in the conversion of aircraft, provided there is a qualified aircraft

1 Mechanic present for the aircraft conversion, and may clean the
2 aircraft interior and exterior (including painting), place, clean, and
3 arrange in aircraft all passenger service and galley equipment;
4 maintain the ramp areas, warehouses, baggage and cargo rooms,
5 locker areas and other facilities they use in the course of their duties,
6 in a clean presentable condition, and other general ramp service
7 work. Ramp Servicemen may be required to assist the Mechanic by
8 standing fire guard while an aircraft is being serviced with fuel and
9 other duties which do not conflict with other classifications as
10 indicated herein.

11
12 Ramp Servicemen may be required to spot, block, stand fire
13 guard, pushback, fuel, deice, and wave off aircraft. Ramp
14 servicemen may do painting and minor preventative maintenance on
15 ground equipment that is related to their job functions (e.g., such as
16 changing light bulbs, oil, tires, batteries; does not include engine
17 tune-ups, points, plugs or condenser).

18
19 E. Foreman

20
21 Foreman and higher ranking officials of the Company shall not
22 be permitted to perform work on an hourly rated job covered by this
23 Agreement except in emergencies or instructions or training of
24 employees. It is agreed that the servicing of late flights where
25 qualified personnel are not available and the performance of
26 necessary work caused by unusual circumstances at line service
27 stations in order to maintain flight schedules, or the protection of
28 Company property against the elements may be considered an
29 emergency. Each emergency will be reported in writing to the local
30 union shop committee or local steward when there is no shop
31 committee, upon receipt by the Company of a request in writing. The
32 Company will respond in writing within twenty-four (24) hours of the
33 written request, excluding Saturdays and Sundays.

34
35 F. In addition to the duties and responsibilities contained in Article
36 4, paragraphs A. through D., employees will also be responsible in
37 each classification as a portion of their regular duties for
38 accomplishing all aspects of hazardous material responsibilities for
39 which they have been properly trained.

40
41 G. Employees under this agreement may be cross-utilized in
42 other classifications for which they are qualified provided they are
43 paid their normal wage or the wage of the classification in which they
44 are working, whichever is greater. (see Article 23.G.) In the event

1 that a continuous, cross-utilization assignment exists at a location for
2 ninety (90) days, the cross-utilization assignment will either cease or
3 will become a permanent vacancy and will be filled in accordance
4 with Article 10 of the Agreement. The ninety (90) day restriction
5 does not apply to on-going partial shift cross utilization. (For
6 example the GSE Mechanic in Sitka routinely performing ramp
7 service functions during flight time.)

8
9 H. In all classifications, when the scheduled Lead is not available,
10 the manager shall have the right to assign a temporary lead from
11 those employees on shift holding Lead seniority, in seniority order. If
12 none are available, a volunteer will be solicited from all employees
13 on shift holding basic classification seniority, in seniority order. If
14 there are no volunteers, the Lead will be assigned from those
15 employees on shift holding basic classification seniority, in inverse
16 seniority order.
17
18

1 ARTICLE 5, HOURS OF SERVICE

2
3 A. Work Day

4
5 1. Employees at all locations will be assigned a specific
6 shift and days off schedule. The required schedule shall be
7 established by the Company. Selection of shifts and days off shall
8 be by classification seniority. Eight (8) consecutive hours of service
9 exclusive of meal periods will constitute a work shift, except as
10 otherwise specifically provided for herein.

11
12 2. a. A ten (10) hour day, four (4) day week may be
13 established by the Company at all bid locations as identified by the
14 Company for any classification covered by this Agreement. A ten
15 (10) hour day may not be discontinued less than thirty (30) days after
16 instituted unless by mutual agreement of the parties.

17
18 b. Ten (10) consecutive hours, exclusive of a meal
19 period not to exceed thirty (30) minutes, shall constitute a modified
20 work day.

21
22 B. Work Week

23
24 1. A standard work week consists of a seven (7) day period
25 with five (5) consecutive work days and two (2) consecutive days off
26 and shall commence with the first day of work following the
27 scheduled days off, except where it is necessary to rotate scheduled
28 days off in order to repeat the schedule.

29
30 2. A modified work week will consist of four (4) consecutive
31 ten (10) hour days worked within seven (7) consecutive days with
32 three (3) consecutive days off and shall be scheduled as regular
33 days off in each work week. The modified work week shall
34 commence with the first day of work following the scheduled days
35 off, except where it is necessary to rotate scheduled days off in order
36 to repeat the schedule.

37
38 C. All employees covered by this Agreement scheduled to work
39 five (5) hours or more will be scheduled to have a meal period of not
40 less than one-half (1/2) hour nor more than forty-five (45) minutes.

41
42 1. If the lunch period is one-half (1/2) hour, it will be
43 scheduled within one (1) hour before and one (1) hour after the
44 middle of the shift.

1
2 2. If the lunch period is forty-five (45) minutes, it will be
3 scheduled within one and one-half (1-1/2) hours before or one and
4 one-half (1-1/2) hours after the middle of the shift.
5

6 3. a. Off Schedule Lunch

7 If the employee fails to have his lunch period as
8 set forth above, he will be entitled to straight time pay, not to exceed
9 thirty (30) minutes, for the lunch period missed, and will be permitted
10 to receive his full lunch period as soon as possible. The Company
11 may direct the employee to leave work thirty (30) minutes early,
12 without loss of pay, in lieu of the late lunch penalty pay for the lunch
13 period.
14

15 b. No Lunch

16 If the employee fails to receive his lunch period as
17 set forth above, he shall receive thirty (30) minutes at the time and
18 one-half (1-1/2) rate of pay for his missed lunch and also receive the
19 applicable rate of pay for all hours worked (overtime, if applicable).
20 The Company may direct the employee to leave work one (1) hour
21 early, without loss of pay, in lieu of the late lunch penalty pay for the
22 missed lunch. A graveyard shift (third shift) employee who receives
23 no lunch will receive the applicable rate of pay for all hours actually
24 worked plus sixty (60) minutes at the time and one-half (1-1/2) rate of
25 pay as compensation for the missed lunch.
26

27 4. Eight (8) hours inclusive of meal period not to exceed
28 thirty (30) minutes, shall constitute a full day of work on the
29 graveyard or third shift which shall be defined as any shift
30 commencing subsequent to 9:00 p.m. and prior to 5:00 a.m.
31

32 D. A bid location is any work group established by the Company
33 wherein the employees perform a similar function (e.g., Line Ramp,
34 Air Freight, etc.). All employees will be assigned a specific bid
35 location.
36

37 E. For realignment of the work force due to changes in starting
38 times, number of employees on a shift, or days off, the following
39 procedure will apply:
40

41 A notice of shift alignment shall be posted a minimum of
42 fourteen (14) calendar days for the purpose of bidding in advance of
43 any change of the number of employees on a shift; shift starting time
44 of more than two (2) hours; or days off. All days off, shifts and

1 starting times will be posted for the employees in the bid location as
2 follows: The bulletin shall be posted a minimum of seven (7)
3 calendar days which will be utilized for bidding purposes, and the
4 results of the bidding will be posted a minimum of seven (7) calendar
5 days prior to placing the schedule into effect. If there are insufficient
6 bidders to complete the required schedule, the junior employees in
7 the bid location shall be assigned. The new schedule shall not be
8 placed into effect and employees shall not be required to change
9 days off or shifts without such notice. If fourteen (14) days notice of
10 shift or days off change is given and this results in an employee
11 working more than five (5) consecutive days or more than one (1)
12 shift within a twenty-four (24) hour period, such excess days and/or
13 shifts shall be paid at the straight time rate.
14

15 F. 1. All shifts and days off will be rebid as set forth in E.
16 above at least every one hundred eighty-five (185) calendar days
17 from the effective date of the last rebid. Only shifts will be rebid at
18 any bid location where rotating days off exist. No employee covered
19 by this Agreement shall be denied the right to select his shift and
20 days off except as otherwise provided for in this Article.
21

22 2. All bidding provisions of these Paragraphs E. and F.
23 apply only to days off and shifts and specifically do not provide for
24 change in a bid location or filling of a vacancy. Whenever practical,
25 primary tasks will be identified on the shift bid for employee
26 convenience.
27

28 G. When employees realign as set forth in E. and F. above, the
29 bidding may be restricted so that there is an even distribution of
30 probationary employees on each shift, in a classification at a bid
31 location, at a station, for the first sixty (60) calendar days during their
32 probationary period. "Probationary" shall be defined as set forth in
33 Article 9, Paragraph C.
34

35 H. 1. The Company may, from time to time, establish or
36 eliminate bid locations. The Union may request in writing, the
37 reason(s) for changes in bid locations. The Company will respond in
38 writing within five (5) Calendar days.
39

40 2. Employees affected by the elimination of a bid location
41 which does not result in a reduction of employees at the station, will
42 be permitted to exercise their seniority in their classification(s) at
43 their station.
44

1 3. When a new bid location is established by the Company,
2 the positions within it will be bulletined as set forth in Article 10,
3 Paragraph B. Only bids from employees at the new bid location's
4 station and currently within the classification bulletined will be
5 accepted unless there is an increase of positions within the
6 classification at the station. If there is an increase, the increased
7 position(s) will be available for bid systemwide.
8

9 I. 1. An open schedule is defined as a previously bid
10 schedule (start times and days off) that is currently vacant as a result
11 of an employee being unavailable to work his schedule (e.g. jury
12 duty, leave of absence, etc.). When it is necessary to fill an open
13 schedule, the following will apply:
14

15 2. Open schedules may be covered using relief language in
16 accordance with Article 5, paragraph R.
17

18 3. Open schedules that are anticipated to exceed thirty (30)
19 calendar days may be made available to other employees at the bid
20 location. If filled, the open schedule will be bid upon by the
21 employees in the same classification/bid location and awarded
22 based on classification seniority. The bids will be posted for a
23 minimum of three (3) days and the bids must be awarded and posted
24 within seven (7) days of closing. The Company reserves the right to
25 limit the domino effect of movement into open schedules to two (2)
26 awards followed by one (1) assignment. An employee(s) awarded a
27 bid to fill an open schedule will be returned to his original schedule
28 when the coverage is no longer needed.
29

30 4. The Company may opt to use the process outlined in
31 I.2.-3. above for open schedules of less than thirty (30) days.
32

33 5. If a vacancy is determined to exist, it will be filled in
34 accordance with Article 10.
35

36 J. For the purposes of this Agreement, the three shifts shall be
37 defined as follows:
38

39		Commencing Between
40	First Shift	0500 - 1159 Local Time
41	Second Shift	1200 - 2059 Local Time
42	Third Shift	2100 - 0459 Local Time
43		

1 K. The starting time for shifts shall be established in accordance
2 with the needs of the services at each station. A split shift may be
3 scheduled when the work load at a line station is not sufficient to
4 warrant more than one shift, yet does not fall within any eight
5 consecutive hour periods.

6
7 L. Except as may be provided in Paragraph K. above or Article 7,
8 D., no full-time employee will be called to work or required to report
9 to work for less than eight (8) hours of work or pay therefore, except
10 when recalled on overtime. All employees in the service of the
11 Company will be provided with a minimum of forty (40) hours of work
12 each week, except for part-time employees:

13
14 M. Part-Time Employees

15
16 1. Part-time employees can be utilized for overtime
17 coverage.

18
19 2. Part-time employees may be placed in permanent full
20 time positions by preference bidding or may be assigned full time
21 temporarily. Preference bids will be used to fill vacancies to and
22 from full time and part time positions. Movement between full time
23 and part time positions within a bid location, will also be allowed on a
24 shift realignment, however, such movement will not require use of a
25 preference bid.

26
27 3. Part-time employees may be utilized in any classification
28 covered by this agreement for holiday coverage.

29
30 4. Full time employees shall have the right to displace part-
31 time positions in the event of lay-off but shall not be required to do
32 so.

33
34 5. Part-time employees shall accrue seniority as if they
35 worked full-time and shall accrue all benefits the same as full-time
36 based upon number of hours worked.

37
38 6. Part-time employees may be utilized in any classification
39 covered by this Agreement.

40
41 7. No more than 35% of all employees covered by this
42 agreement may be scheduled for less than forty (40) hours per week.
43 In addition no more than // 40% of the employees on the system in
44 each classification covered by this Agreement may be employed for

1 less than forty (40) hours per week. A standard work week for part-
2 time employees shall not be scheduled for less than twenty (20)
3 hours or for more than thirty-two (32) hours in any seven (7)
4 consecutive day period, with a minimum of two (2) consecutive days
5 off. The work week shall commence with the first day of work
6 following the scheduled days off, except where it is necessary to
7 rotate scheduled days off in order to repeat the schedule.

8
9 a. For purposes of this calculation new bid locations
10 will not be counted in the total for the first three (3) years of their
11 operation.

12
13 8. Leads and part-time employees shall be included in the
14 classification in determining the allowable number of part-time
15 employees. The calculation shall be made using whole numbers
16 only.

17
18 9. Part time employees shall be compensated at the
19 overtime rate of time and one-half (1-1/2X) and double time (2X)
20 rates of pay as follows:

21
22 a. For employees scheduled eight (8) hours or less,
23 the overtime rate of time and one-half (1-1/2X) shall apply for the first
24 four (4) hours of work performed in excess of eight (8) hours in any
25 one twenty-four (24) hour period commencing with the scheduled
26 starting time, either before or after regularly scheduled hours. The
27 double time (2X) rate of pay shall apply for all hours worked in
28 excess of twelve (12) hours.

29
30 b. For employees scheduled more than eight (8)
31 hours and up to ten (10) hours, the overtime rate of time and one-
32 half (1-1/2X) shall apply for all work performed in excess of ten (10)
33 hours and up to fourteen (14) hours in any one twenty-four (24) hour
34 period commencing with the scheduled starting time, either before or
35 after regularly scheduled hours. The double time (2X) rate of pay
36 shall apply for all hours worked in excess of fourteen (14) hours.

37
38 10. In the event hours are worked in excess of the work day
39 as a result of schedule bidding, M.9.a. and b. above shall not apply
40 (see Article 5, paragraph E.).

41
42 11. Part time employees working on their days off shall be
43 paid at the time and one-half (1-1/2X) rate for all hours worked in
44 excess of forty (40) regular hours within the work week. Hours

1 worked in excess of those described in M.9.a. and b. above on the
2 sixth (6th) day worked and all hours on the seventh (7th) day worked
3 shall be paid at the double (2X) time rate.
4

5 N. The regular starting and stopping time for work shifts, days off,
6 will be scheduled and posted at all locations. The notice will include
7 the effective date of the last rebid.
8

9 O. All employees covered by this Agreement will be granted a
10 fifteen (15) // minute rest period during the first half of a work shift
11 and a fifteen (15) // minute rest period during the second half of a
12 work shift without loss of time, for the purpose of relaxation. The
13 time of the rest periods will be regularly scheduled insofar as
14 possible and posted by the Company at all locations.
15

16 P. Notwithstanding other seniority provisions within the
17 Agreement, each of the three (3) members of the Union Shop
18 Committee at Seattle and Anchorage will, if there are sufficient
19 positions, be assigned to day shift by displacing the most junior
20 employee on day shift at his bid location in his classification. The
21 employee thus displaced will be permitted to exercise his seniority in
22 accordance with this Agreement.
23

24 1. The parties expressly recognize the need to have the
25 Shop Committee Chair or his designee regularly available. In
26 consideration of this, the Shop Committee Chair will not be assigned
27 to duties within the operation, but rather assigned to perform Union
28 representational duties for their full weekly schedule at no cost to the
29 Union. When not performing Union representational duties, the Shop
30 Committee Chair shall perform the normal duties of his classification.
31 The Shop Committee Chair will advise the Company of his schedule.
32

33 Q. Semi-annually, during the months of January and July, the
34 Company will supply District Lodge 142 with a list of the number of
35 part-time employees at each station which will be effective as of
36 January 1 and July 1.
37

38 R. 1. For employees in all classifications //, full and/or part
39 time Relief schedule(s) may be used to augment the work force on
40 an as needed basis to provide coverage for vacations, DAT's,
41 extended absences, training needs, etc.
42

1 2. a. Employees working Relief schedules will be
2 assigned to the schedule requiring coverage with a minimum of
3 seven (7) calendar days notice.
4

5 b. In extreme circumstances, such as an influx of
6 openings on a specific shift, an employee working Relief may be
7 assigned to a relief schedule on a shift other than his current base
8 shift provided the employee is given seven (7) calendar days notice.
9

10 c. The seven (7) calendar days notice in a. and b.
11 above will apply unless the employee voluntarily agrees to less
12 notice.
13

14 3. The following wage and work rules apply to employees
15 working Relief schedules:
16

17 a. Bids for Relief positions shall include a home
18 schedule and base shift on the bid form. A home schedule is the
19 specific start times and days off the Relief employee will work if not
20 covering other open schedules (e.g., 0600-1430 with Saturday and
21 Sunday off). A base shift is shift 1, 2, or 3 (reference Article 5,
22 paragraph J.) from which an employee's relief schedule will be
23 assigned.
24

25 b. Employees working Relief schedules may cover
26 Lead schedules.
27

28 c. Hours for full time employees on relief schedules
29 shall not be reduced when relieving part time employees.
30

31 d. Part time employees on Relief schedules may be
32 required to cover full time schedules.
33

34 e. Variable work schedules resulting from such relief
35 coverage are not in violation of the Agreement.
36

37 f. Relief schedule employees working variable work
38 schedules will be paid the applicable shift differential in accordance
39 with Article 28, paragraph A. & B.
40
41

1 ARTICLE 6, OVERTIME

2
3 A. Overtime

4
5 Overtime rate for overtime shall be time and one-half and shall
6 be paid for all work performed in excess of eight (8) hours in any one
7 twenty-four (24) hour period commencing with the scheduled starting
8 time either in advance of or after regularly scheduled hours. The
9 hours of the working day shall be divided into ten (10) periods of six
10 (6) minutes each for the purpose of computing the pay of the
11 employees. For employees assigned to ten (10) hour shifts, an
12 overtime rate of time and one-half (1-1/2) shall be paid for hours in
13 excess of ten (10) hours up to fourteen (14 hours).
14

15 B. Double Time

16
17 1. For employees assigned to eight (8) hour shifts, the rate
18 of double time (2X) shall be paid for all time worked in excess of
19 twelve (12) hours in any twenty-four (24) hour period. For double
20 time (2X) purposes the twenty-four (24) hour period shall begin with
21 the starting time of the employee's regularly assigned shift and shall
22 continue until the employee has completed his tour of duty and had
23 at least eight and one-half (8-1/2) consecutive hours of rest. For the
24 purpose of achieving the eight and one-half (8-1/2) hour rest period,
25 an employee's release or next reporting time may be altered by
26 direction of the Company prior to the beginning of the rest period.
27 However, he shall receive his regular pay starting with the beginning
28 of his regular shift. The sixth day worked shall be at overtime (time
29 and one-half) for any hours in excess of forty (40) regular hours
30 during the work week for the first eight (8) hours worked, at double
31 time (2X) thereafter and the seventh day worked shall be double time
32 (2X).
33

34 2. An employee is required to inform his supervisor in
35 advance if any insufficient rest may be incurred. The supervisor may
36 direct the employee to report late to receive sufficient rest. If the
37 employee has such an adjusted report time, he will receive straight
38 time pay from his originally scheduled start time. If the specified rest
39 is not received and the employee reports for his next shift at the
40 regular time, the applicable rate of pay will be paid until the rest is
41 obtained provided his supervisor was notified as outlined above.
42

43 3. For employees assigned to ten (10) hour shifts, hours
44 beyond fourteen (14) hours in any twenty-four (24) hour period will

1 be paid at the double time (2X) rate. For employees assigned to ten
2 (10) hour shifts, the fifth day worked shall be paid at time and one-
3 half (1-1/2) for all hours worked in excess of forty (40) regular hours
4 within the work week. Hours worked in excess of ten (10) on the fifth
5 day shall be paid at the double time (2x) rate. All hours worked on
6 the sixth and seventh days shall be paid at the double time (2x) rate
7 provided the employee has worked on his fifth day.

8
9 C. Hours used in computing the forty (40) hour work week, other
10 than straight time hours worked, include the following:

- 11 1. Sick leave hours paid;
- 12 2. Vacation hours paid;
- 13 3. Holiday not worked hours paid; (when holiday falls on
14 employee's scheduled work day)
- 15 4. Bereavement Leave
- 16 5. OJI
- 17 6. Trade Day Off (If the traded shift is not worked, the
18 hours will not count)
- 19 7. Training hours paid; and
- 20 8. Union leave (hours paid by the Company and later
21 reimbursed by the Union.)

22
23
24 D. All employees in the classification at the bid location may be
25 utilized at the overtime rate (1-1/2X) before utilizing employees at the
26 double time (2X) rate.

27
28 E. On rotating and relief shifts, work in excess of eight (8) hours
29 in any twenty-four (24) hour period as a result of rotation of shifts
30 shall be paid for at straight time rates for the second eight (8) hours
31 or portion thereof worked during such twenty-four (24) hour period,
32 provided that not less than seven and one-half (7-1/2) hours shall
33 have elapsed between the quitting time of the first shift and the
34 starting time of the second shift, if it has not, the applicable overtime
35 rate shall apply. For the purpose of achieving this seven and one-
36 half (7-1/2) hour rest period, an employee's release or next reporting
37 time may be altered by the Company.

38
39 F. On fixed shift operations, if as a result of a shift change by the
40 Company, an employee does not receive seven (7) hours of rest, the
41 applicable overtime rate will apply until such rest is obtained, unless
42 the employee changes shifts/days off and his seniority would have
43 allowed him to remain on his existing shift, no overtime will apply. To

1 obtain the seven (7) hours rest the Company may adjust the
2 employee's release or next reporting time.

3
4 G. 1. When an employee covered by this Agreement has been
5 relieved for the day and is recalled to work, he will be paid not less
6 than two (2) hours pay at the applicable overtime rate, unless the
7 employee agrees to work less than two (2) hours.

8
9 2. When an employee covered by this Agreement works on
10 one of his two regularly scheduled days off, he will be paid not less
11 than four (4) hours pay at the overtime rate applicable unless the
12 employee elects to work less than four (4) hours.

13
14 H. 1. Employees held in continuous service for more than
15 three and one-half (3-1/2) hours before or after their regular working
16 hours, will not be required to work more than three and one-half (3-
17 1/2) hours without being granted a lunch period and such employees
18 will then be allowed a thirty (30) minute paid lunch period.

19
20 2. Employee(s) held in continuous service more than four
21 (4) hours after the first lunch period in H.1. above, will be granted an
22 additional paid lunch period of thirty (30) minutes and an additional
23 lunch period of thirty (30) minutes for each succeeding four (4)
24 hours.

25
26 I. 1. a. Overtime will be assigned to qualified volunteers
27 who have the ability to perform the work, by Company seniority, at
28 each shift/location, and a list of volunteers shall be maintained by
29 Company seniority date. The Leads of each classification will be
30 combined with their basic classification for distribution of overtime.
31 Once an employee posts his name, it will remain current until he
32 removes it. An employee may add or delete his name at any time,
33 except that he may not remove his name if it is on the current list and
34 he has been selected for overtime.

35
36 b. Employees on OJI/light-duty will be eligible for
37 overtime so long as he has been released to duty and the doctor has
38 cleared him to perform the overtime work (type of work and
39 duration).

40
41 c. Shift, for the purpose of overtime, shall be defined
42 as 1, 2, or 3 in accordance with Article 5, paragraph J.
43

1 2. Employees on lay off status and not employed by the
2 Company in another capacity may advise the Company that they are
3 available to be called in for work when volunteers for overtime are
4 not available. The Company may, at its option, utilize these laid off
5 volunteers to cover mandatory overtime at their normal straight time
6 rate without regard to any minimum recall provisions or resumption
7 of fringe benefits except for sick leave and vacation. No payroll
8 deductions will apply outside of taxes and F.I.C.A.
9

10 3. Voluntary Overtime

11 a. Overtime work at the end of the shift shall be
12 offered to the most senior employee on the volunteer list
13 volunteering in the classification, in the bid location, on that shift or to
14 the individual performing the actual work during the shift, if it is
15 impractical to break the continuity of work. (It is understood that the
16 Leads of each classification will be combined with their basic
17 classification for overtime purposes.)
18

19 b. Overtime work prior to the beginning of a shift
20 shall be by call-in of the most senior employee on the volunteer list
21 on that shift, in the bid location, in the classification required.
22

23 c. Overtime for an entire shift shall be offered to the
24 most senior employee on the volunteer list volunteering in the
25 classification, in the bid location, on their day off who would normally
26 work that shift.
27

28 d. In the event none can be contacted, any qualified
29 employee who is on the volunteer list may be offered the work,
30 regardless of the shift. Prior to mandatory overtime in I.5. below, all
31 volunteers in the bid location, regardless of overtime rate of pay, will
32 be utilized. Thereafter, volunteers from a different bid location may
33 be utilized prior to going to I.5. These volunteers would sign up on a
34 separate volunteer list.
35

36 4. When the Company is aware of a requirement for
37 overtime two or more hours before the end of a shift, employees
38 should be given at least two (2) hours notice of the contemplated
39 overtime.
40

41 5. Mandatory Overtime

42 In the event there are insufficient volunteers available to
43 work the overtime, an emergency may be declared by the Company
44

1 in writing and the Company may assign any qualified employees to
2 perform the work in inverse Company seniority order as follows: (It is
3 understood that the Leads of each classification will be combined
4 with their basic classification for overtime purposes.)
5

6 a. Overtime work at the end of the shift shall be
7 assigned in the classification on that shift, in the bid location, to the
8 most junior employee or to the individual performing the actual work
9 during the shift, if it is impractical to break the continuity of work.

10 b. Overtime work prior to the beginning of a shift
11 shall be by call-in of the most junior employee on that shift, in the bid
12 location and classification required.
13

14 c. Overtime for an entire shift shall be assigned to
15 the most junior employees on their day off who would normally work
16 that shift and bid location.
17

18 6. In the event an employee is by-passed for overtime, he
19 will be given the opportunity to work overtime, at the applicable rate
20 of pay, in a like amount as he originally would have received, at the
21 time of his choice during the next thirty (30) calendar days by
22 coordinating the scheduling with his supervisor at least twenty-four
23 (24) hours in advance, provided it does not conflict with rest and
24 hours of work provisions and result in any penalties to the Company
25 beyond what he would have originally received.
26

27 J. No overtime shall be worked except by direction of the proper
28 supervisory personnel of the Company, or his designee. However,
29 the responsibility for administering overtime remains with the
30 Company.
31

32 K. There shall be no pyramiding of the overtime rates provided for
33 in this Agreement and no employee shall receive more than double
34 the straight time rate for any hours worked.
35

36 L. An employee who is required to report to work after traveling
37 will have his travel time considered as time worked and will be paid
38 the overtime rate applicable, except employees assigned to Prudhoe
39 Bay.
40
41
42

1 ARTICLE 7, HOLIDAYS
2

3 A. Employees covered by this Agreement will observe the
4 following holidays on the actual day, or at the Company's option, on
5 the day designated as such by the Federal Government: New Year's
6 Day, Washington's Birthday, Memorial Day, Independence Day,
7 Labor Day, Veteran's Day, Thanksgiving Day, the day after
8 Thanksgiving Day, Christmas Eve, Christmas Day..
9

10 B. In order to provide time off on holidays, the Company will no
11 later than seven (7) calendar days in advance, post a sign up sheet
12 requesting the required number of volunteers to not work on the
13 holiday. The sign up sheet shall remain posted for a minimum of
14 three calendar days and all volunteers accepted and others assigned
15 to not work on a holiday shall be notified at least three (3) calendar
16 days in advance. Volunteers shall be selected on the basis of their
17 classification seniority commencing with those employees who would
18 have worked on the shift and day were it not a holiday. If no
19 volunteers are available, those not necessary to fulfill the needs will
20 be selected commencing with the employee with the lowest
21 classification seniority who would normally work on the shift and day
22 not requiring coverage.
23

24 C. 1. Full time employees will be compensated with eight (8)
25 hours pay at the straight time rate for each day observed as a
26 holiday. Any employee who works on a day observed as a holiday
27 will be compensated at the double // time and one half (2 1/2) rate for
28 all hours worked with a minimum of eight (8) hours..
29

30 2. An employee working a ten (10) hour holiday shift shall
31 be compensated at the double // time and one half (2 1/2) rate for all
32 hours worked with a minimum of ten (10) hours, except as provided
33 in paragraph D. A ten (10) hour shift employee, whose regular days
34 off coincide with a holiday, will be paid eight (8) hours at their regular
35 rate of pay. A ten (10) hour shift employee who is scheduled to work
36 the holiday, but not required, will be paid ten (10) hours at his regular
37 rate of pay..
38

39 3. Employees with insufficient rest pursuant to Article 6,
40 paragraph B., will receive // double time and one half (2 1/2) pay for
41 their regularly scheduled hours (e.g. 8 or 10 hours) worked on a
42 holiday.
43

1 4. Part-time employees observing the holiday shall receive
2 the straight time rate for the hours they were scheduled to work on
3 the holiday. If a holiday falls on a part-time employees day off, such
4 part-time employee shall be paid holiday pay at the straight time rate
5 for the daily average number of hours the employee was scheduled
6 to work during the week. To calculate this daily average, the
7 employee's total scheduled hours during the work week will be
8 divided by five (5). Part-time employees who work on a day
9 observed as a holiday will be compensated at the double // time and
10 one half (2 ½) rate for all hours worked for the first eight (8) hours.
11 After eight (8) hours the employee will be compensated at the //
12 double time and one half (2 ½) rate on a holiday.
13

14 5. Any employee scheduled to work on any of the foregoing
15 holidays who fails to report shall be subject to immediate dismissal,
16 unless such employee was unable to work because of illness.
17

18 D. When an employee covered by this Agreement is called out to
19 work on a holiday, he will be paid not less than four (4) hours pay at
20 the applicable // rate unless the employee elects to work less than
21 four (4) hours. Holiday work may be scheduled for less than four (4)
22 hours but an employee may not be paid for less than four (4) hours
23 work at the applicable // rate in addition to holiday pay.
24

25 E. A holiday which falls during an employee's vacation period will
26 be compensated as a holiday. The employee's vacation credits will
27 not be charged for the holiday, however, his vacation period will not
28 be extended because of the reduced number of vacation days
29 charged. // An employee may elect to be paid for both the holiday
30 and vacation day. If the employee elects to be paid for both, his
31 vacation credits will be charged.
32

33 F. Optional Banking of Holiday Hours:
34

35 At the employee's option, they may elect to be paid for
36 holidays as outlined in C. above or they may elect to bank hours as
37 outlined below. Employees may:
38

39 1. Elect to receive straight time pay for their regularly
40 scheduled hours worked on the holiday and bank the equivalent
41 holiday hours; or
42

43 2. Elect to bank holiday hours not worked in lieu of pay when
44 the holiday falls on their regular day off.

1 3. An employee who works the holiday on their Regular
2 Day Off (RDO) may elect to receive straight time pay for their
3 regularly scheduled hours and bank the equivalent holiday hours.
4 For example, employee scheduled to work eight (8) hours on their
5 RDO would be paid eight (8) hours straight pay and bank // twelve
6 (12) hours, totaling the equivalent of // double time and one half (2
7 ½) pay.

8
9 4. When a holiday falls on a regular work day and the
10 employee is given the day off, he will be paid for the day and there
11 shall be no hours banked.

12
13 //

14
15 G. The employee shall have the following options for use of
16 banked vacation hours.

17
18 1. Take Day at a Time vacation (DAT) time, subject to
19 management approval.

20
21 2. When the employee bids his vacation, he may elect to
22 be paid for his banked vacation hours at the straight time rate.

23
24 3. Any unused banked time as of December 31 will be
25 added to the employee's vacation accrual, not to exceed the annual
26 accrual in accordance with Article 13.B.4.
27
28

1 ARTICLE 8, FIELD SERVICE
2

3 A. When employees covered by this Agreement are required to
4 engage in field or emergency work away from their base station to
5 restore airplanes or equipment to service, they shall be paid for such
6 work on the same basis as at their base station.
7

8 B. Upon completion of a field or emergency work assignment an
9 employee shall return to his home station in accordance with the
10 orders received at the time he left his home station, or in accordance
11 with the orders he received from the person to whom he was ordered
12 to report in the field, and shall be compensated for the return trip in
13 accordance with the provisions of paragraph A. above.
14

15 C. All time spent in traveling or waiting in connection with field
16 service will be paid at the applicable straight time and overtime rates
17 of pay. If such travel is interrupted or delayed for any reason and the
18 employee is released by an agent of the Company for a period of five
19 (5) consecutive hours or more, he shall not be paid for the time
20 released but in no event shall any employee receive less than eight
21 (8) hours' pay at straight time rates for any twenty-four (24) hour
22 period while away from his base station on emergency field service.
23 When two (2) or more Ramp Servicemen are assigned to a field
24 service trip, the most senior qualified employee will be appointed as
25 Lead if no Lead is available at the Station.
26

27 D. Each employee covered by this Agreement shall receive, when
28 away from his regular base on regular or special duty, actual and
29 reasonable expenses as defined in Systems Regulations. The
30 employee shall be entitled to draw an expense advance to be
31 accounted for in accordance with Company policy. The advance,
32 however, is not to exceed the allowance for the estimated number of
33 days he will be away from his home base. Employees will not be
34 required to use their personal automobile for Company business.
35

36 E. When an employee is away from his home station on a field
37 assignment he shall be paid straight time and overtime in
38 accordance with the provisions of this Agreement but in no event
39 shall he receive less than eight (8) hours pay for each day; provided,
40 however, that the Company may schedule him to take his regular
41 day off without compensation except for the reasonable and
42 necessary expenses provided for in this Article.
43

1 F. An employee having completed a field assignment away from
2 his base Station, beyond his regular shift, shall have at least eight (8)
3 hours rest before being required to report for work. An employee
4 having completed a field assignment shall not be paid less money,
5 exclusive of expenses, than he would have received had he worked
6 his regular shift at his home base.

7
8 G. When employees are required to engage in field or emergency
9 work, their tool boxes, tools and luggage will be protected by the
10 Company at a full dollar value against fire, theft or damage at base
11 or bases or during shipment while in Company possession. The
12 Company may require the valuation to be certified in advance of the
13 employee departing.

14
15 H. Employees traveling or waiting in pay status are prohibited
16 from partaking of alcoholic beverages.

17
18 I. Any employee covered by this Agreement required by properly
19 designated Company authority to participate in test flights or to travel
20 in connection with his job for all hours away from his base or station
21 shall be covered by standard travel accident insurance policy with a
22 death benefit of \$100,000 at no cost to the employee. The Group
23 Insurance beneficiary will apply unless the employee designates a
24 beneficiary in a letter to the Employee Services Department.

25
26 J. The Company and Union will establish a mutually agreed upon
27 policy(s) for all classifications regarding Field Trip employee
28 selection, at stations where such a policy becomes necessary.
29
30

1 ARTICLE 9, SENIORITY
2

3 A. Company seniority of present employees will include total
4 length of continuous service with the Company or any of its
5 predecessor companies. Classification seniority shall be by work
6 classification and shall accrue from the date of entering such
7 classification after passing his probationary period as provided for in
8 Article 9.C. or 10.D. The date of entering a classification shall be
9 established as of the date the bid was awarded or the employee was
10 hired. The work classifications to be recognized for seniority
11 purposes shall be as ranked below:
12

- 13 1. Lead Stores Agent
 - 14 2. Stores Agent
 - 15 3. Lead Ramp Service
 - 16 4. Ramp Service
- 17

18 B. Classification seniority system-wide shall be recognized at all
19 points where persons hereunder are employed, in all reductions of
20 force and recall after layoff, in bidding for vacancies or new jobs, for
21 preference of shift assignment when a vacancy occurs and in all
22 promotion, layoff, or transfers involving classification covered by this
23 Agreement.
24

25 C. 1. New employees shall be regarded as probationary
26 employees for the first 1,040 hours worked during their employment.
27 The Company shall have the right to unilaterally terminate any
28 employee during the probationary period.
29

30 2. If retained in the service of the Company after the
31 probationary period, the names of such employees shall then be
32 placed on the Seniority List in the order of the date of their original
33 hiring. To decide the position of two or more employees on the
34 Seniority List, whose hiring date or date of entering a classification is
35 the same, the following procedure will be used in sequence as
36 outlined:
37

- 38 a. Date of entering classification
 - 39 b. Hiring date
 - 40 c. Chronological age
- 41

42 3. Any employee who has had a break in service during his
43 probationary period and who is re-employed within 365 days from
44 the last day worked prior to his break in service will be credited with

1 previous Company service in the classification and his seniority date
2 will be adjusted by excluding the break in service time. All hours
3 worked by a probationary employee in a temporary position will
4 count towards completion of the probationary hours.
5

6 D. Seniority lists, showing the classification and company
7 seniority of all employees covered by this Agreement are made a
8 part of this Agreement, corrected to December 1, April 1 and August
9 1 will be posted by January 1, May 1 and September 1 of each year
10 at all locations where employees covered by this Agreement are
11 employed. Such lists will show employee's name and classification,
12 seniority date and will be subject to correction upon protest, if
13 complaint is filed within thirty (30) calendar days after the Local Shop
14 Committee Chairman or Local designated Union representative and
15 the Company Supervisor have signed for receipt of the Seniority List.
16 Protests shall be filed through the Local Shop Committee and
17 directed to the District General Chairman and the Company
18 Personnel Department. The General Chairman and the Company
19 shall meet within ten (10) calendar days of receipt of the protest
20 resolve the protest and reply to the Shop Committee. If no protest is
21 filed within the aforementioned thirty (30) calendar days, from the
22 initial time the employee's name appears on a particular list, such list
23 shall be presumed beyond question to be correct; and no protest,
24 grievance suit, or other means shall thereafter be commenced or
25 entertained to change said date for any employee unless a
26 subsequent list alters his seniority date. The Company will supply
27 two (2) copies of the Seniority List to each Local Committee
28 Chairman and one (1) copy to the District 142 Office.
29

30 E. 1. Employees promoted to positions within the Company
31 not covered by the Agreement will retain and continue to accrue
32 seniority in classifications from which promoted for a period of ninety
33 (90) calendar days from the time of the promotion, during such time
34 he shall have the option of returning to his former position under the
35 Agreement. After completion of the aforementioned ninety (90) day
36 period, he shall retain former seniority for a period not to exceed five
37 (5) years on an accumulative basis. If during the aforementioned
38 five (5) year period, he is laid off as a supervisor, he will be permitted
39 to exercise his retained seniority to bid a vacancy, or to displace the
40 most junior employee in the highest classification in which he holds
41 seniority at the location from which promoted. After the five (5) year
42 period his name will be removed from all seniority lists.
43

1 2. Employees who volunteer and are selected for
2 promotion on a temporary basis to supervisory or management
3 positions within the Company not covered by this Agreement, will
4 retain and continue to accrue seniority in classifications from which
5 promoted for a period not to exceed ninety (90) calendar days // from
6 the date of the promotion. Once an employee has been upgraded for
7 a period of 90 days they will not be eligible to upgrade for a period of
8 60 days. Following the 60 day period a new 90 day opportunity will
9 apply. During such time, he shall have the option of returning to his
10 former position under the Agreement without penalty or loss of
11 seniority.

12
13 3. However, after the completion of ninety (90) calendar
14 days // as outlined above, an employee who volunteers and is
15 selected for an additional promotion to a supervisor or management
16 position not covered by the Agreement, will retain but not accrue
17 classification seniority. Seniority accrual will cease during the
18 additional time spent in management.

19
20 F. Employees covered by this Agreement shall lose their seniority
21 status and their names will be removed from the seniority list under
22 the following conditions:

- 23 1. He quits or resigns.
- 24 2. He is discharged for cause.
- 25 3. He is absent from work for two (2) consecutive work
26 days without properly notifying the Company for the reason of his
27 absence and not then if a satisfactory reason is given for not so
28 notifying the Company.
- 29 4. He does not inform the Company in writing or by
30 telegraph of his intention to return to service within seven (7)
31 calendar days of receipt of notice offering to re-employ him.
- 32 5. He does not return to the service of the Company on or
33 before a date specified in the notice from the Company offering him
34 re-employment which date shall not be prior to fifteen (15) calendar
35 days after sending such notice. The date of re-employment may be
36 earlier if mutually agreed by the employee accepting recall and the
37 Company. However, this paragraph will not apply to work offers of
38 less than ninety (90) calendar days.
- 39
- 40
- 41
- 42
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- 44

1 6. All notices required to be sent under this section shall be
2 sent by registered mail, return receipt requested, to the employee at
3 the last address filed by him with the Personnel Department;
4 provided however, there shall be no duty on the part of the Company
5 to send a notice to a laid off employee unless said employee shall,
6 when laid off, file his address with the Personnel Department of the
7 Company and shall there-after promptly advise the Company of any
8 change of address.
9

10 G. Any employee holding seniority in classifications higher than
11 his present classification and failing to bid on a bulletined job in such
12 higher classification for which he has previously qualified, shall lose
13 all seniority in such classification, except, at no time shall an
14 employee be compelled to bid on a vacancy at another station. The
15 same shall apply if his bid is withdrawn prior to the bid award or
16 failure to accept after the award. This provision may not apply for a
17 period of six (6) months after an employee has been transferred to
18 his present station if he receives an exemption from the Local Shop
19 Committee. The Shop Committee shall advise the Company in
20 writing of such exemptions prior to the awarding of the bid. When an
21 employee success-fully bids from a higher classification to a lower
22 classification, he shall lose his seniority in all classifications which
23 are rated higher than the one to which he has successfully bid.
24

25 H. Employees who have given long and faithful service in the
26 employ of the Company and who, because of their age, have
27 become unable to handle their normal assignments, will be given
28 preference for such other available work as they are able to handle.
29

30 I. Employees successfully bidding on higher classifications shall
31 retain and accrue seniority in classifications from which promoted.
32

33 J. When it becomes necessary to reduce the number of
34 employees in any classification covered by this Agreement, the
35 Company will reduce the employees in that classification with the
36 least seniority at the affected station in any given shop or bid
37 location. In the event of the lay off of employees who have
38 completed their probationary period, two (2) calendar weeks' notice
39 shall be given by the Company, or pay in lieu thereof, with a copy of
40 such notice furnished to the Local Shop Committee and to the
41 District 142 Office. If employment is temporarily interrupted because
42 of a strike or picketing of Company premises, an act of God, a
43 national war emergency, revocation of the Company's operating
44 certificate(s), or grounding of the carrier's aircraft by government

1 order, the two week notice will not apply. The employee affected
2 must within seven (7) calendar days give written notice to the
3 Company and the Union exercising his seniority in the following
4 manner or his name shall be stricken from all seniority lists.
5

6 1. He must exercise his seniority at any bid location at his
7 station where there is a junior employee in his classification.
8

9 2. If unable to exercise his seniority at his station in his
10 classification, he must further exercise his seniority by electing one
11 of the options outlined below.
12

13 a. Displace the most junior employee in his own
14 classification at any bid location on the system. Or;

15 b. Displace the most junior employee in any lower
16 classification in which he holds seniority at any bid location at his
17 station. Or;

18 c. If unable to exercise his seniority in any lower
19 classification in which he holds seniority at any bid location at his
20 station, he may displace the most junior employee at any station on
21 the system in any lower classification in which he holds seniority.
22

23 d. Go on layoff status at the station where affected
24 by a reduction in force, providing he has exercised seniority to the
25 fullest extent possible in any classification at his station in which he
26 holds seniority. An employee who is able but elects not to exercise
27 seniority in a lower classification at his station may elect to go on a
28 layoff status and shall lose severance pay and seniority in all lower
29 classifications.
30

31 e. An agent on furlough who declines an awarded
32 preference bid into a classification in which he does not hold
33 seniority will not have his name removed from the seniority list.
34

35 3. Regarding Displacement;
36

37 a. Full time employees shall have the right to
38 displace part-time positions in the event of layoff, but shall not be
39 required to do so. However, once an employee takes a station
40 furlough, that employee will not be permitted to change his mind later
41 and bump a junior part time employee.
42
43
44

1 b. Part-time employees may accept a station layoff in
2 lieu of either bumping into a full time position or filling a full time
3 vacancy.

4
5 Regarding Recall;

6
7 c. Prior to hiring part-time employees, furloughed
8 employees (full and part-time) must be offered the positions.

9
10 d. Furloughed part-time employees must accept part-
11 time openings at their stations or forfeit seniority.

12
13 e. Full time employees on furlough need not accept
14 part-time openings.

15
16 4. An employee electing to go on layoff status, must at the
17 time of layoff file a preference bid indicating where they will accept
18 recall. Failure to file shall result in forfeiture of seniority. The
19 employee may also, at the time of layoff, submit a preference bid for
20 any other classification, status, bid location or station.

21
22 5. Any bid location where employees have been displaced
23 by other employees exercising their seniority under paragraph J. will
24 be required to realign in accordance with the procedures outlined in
25 Article 5, paragraph E. Movement between full time and part-time
26 positions shall be by preference bid or shift realignment.

27
28 6. Employees given layoff notice and accepting a layoff at
29 their station will be required to inform the Company, by preference
30 bid, and the Union in writing if they will accept re-employment of less
31 than ninety (90) calendar days. An employee will be allowed to
32 change his intentions with another preference bid mailed prior to the
33 mailing date of the letter from the Company offering re-employment.

34
35 7. An employee electing options 2.b. or 2.c. above shall
36 retain and accrue seniority in all classifications from which laid off or
37 displaced, but will be required to accept recall in his classification at
38 the station from which he was laid off or displaced. An employee
39 electing 2.d. above shall accrue seniority in all classifications in
40 which he retains seniority.

41
42 8. Employees electing to exercise any of the above options
43 will not be permitted to displace a junior employee at some later
44 date.

1 9. Employees laid off will continue to accrue seniority in all
2 classifications from which laid off up to five (5) years, provided he
3 abides by Paragraphs 2 or 3 above.
4

5 K. 1. In the event of a major reduction in force, making the
6 normal furlough process operationally unmanageable, the Company
7 and Union will meet and mutually agree upon a procedure to
8 facilitate the orderly assimilation of those employees. The primary
9 objective being to protect the affected employees seniority rights
10 while assuring sufficient staffing levels for uninterrupted operations.
11

12 2. In the event of the geographical relocation in whole or in
13 part of any of the work performed by any of the employees covered
14 by this Agreement, the employees affected will have the option of
15 following the work or exercising their seniority rights as provided for
16 in Paragraph J. above. If, in the event of a geographical relocation,
17 insufficient people transfer to such jobs, the remaining vacancies will
18 be bulletined in accordance with the Agreement.
19

20 L. 1. A Ramp or Stores employee (RSSA) who has passed
21 probation and who successfully applies for, and transfers to, any
22 classification under any other Agreement on Alaska property, who
23 does not subsequently pass his probationary period as stipulated; or,
24 who voluntarily resigns from such position within the probationary
25 period as defined in the specific Agreement, may return to his former
26 classification, station, bid location as last worked under the RSSA
27 Agreement where a vacancy exists for which they are qualified. If no
28 vacancy exists, the employee will be placed on furlough status and
29 must place a preference bid on file. In order to claim this right of
30 return, the employee must deliver a written notification of intent to
31 return, to the supervisor of his former bid location within fourteen (14)
32 calendar days of receipt of written notification of his release from
33 probationary status or his notification of resigning the position. Such
34 employee will retain and continue to accrue seniority in
35 classifications from which transferred for a period of ninety (90)
36 calendar days from time of transfer and will only retain seniority for
37 the remainder of the other Agreement's probationary period.
38

39 2. Former IAM MRP employees now covered by the AMFA
40 Technician & Related Crafts Employees collective bargaining
41 agreement shall lose their seniority in all classifications covered
42 under the Ramp Service & Stores Agreement and their names will be
43 removed from the seniority list in accordance with this paragraph.
44
45

1 ARTICLE 10, VACANCIES
2

3 A. Employees under this Agreement who desire to move to
4 another station, bid location, or classification will place a preference
5 bid on file with the Company. The employee // will specify part-time,
6 full-time, // or both. An employee filing a preference bid for a position
7 in which he holds seniority is not required to list any qualifications.
8 The preference bid may be submitted at any time to the local
9 manager or his designee at which time the bid will be time/dated and
10 shall become effective five (5) days after the time/date.

11
12 1. The Company will // maintain a centralized bidding
13 procedure. All preference bids will be awarded by using this
14 procedure. // The Company will publish instructions at all locations
15 explaining the procedures of the // system.

16
17 2. Preference bids may be withdrawn at any time. The
18 procedure for withdrawal will be the same as for filing in A. above.
19 The withdrawal will be effective immediately when submitted to the
20 local manager or his designee, at which time the withdrawal will be
21 time/dated. Employees with bids on file must renew them by
22 January 15 of each year to keep them valid. If an employee refuses
23 to accept a preference bid award, he will not be awarded another
24 preference bid for a period of six (6) months.

25
26 3. Preference bids shall be utilized for bidding station to
27 station (e.g., Anchorage Ramp to Seattle Ramp, Anchorage Ramp to
28 Seattle Stores); within same station between classifications (e.g.,
29 Seattle Ramp to Seattle Stores); between bid locations within the
30 same classification at the station (e.g., Seattle Air Freight to Seattle
31 Line); and from furlough to a vacancy. Preference bids will be used
32 to fill vacancies to and from full time and part time positions.
33 Movement between full time and part time positions within a bid
34 location, will also be allowed on a shift realignment, however, such
35 movement will not require use of a preference bid. Preference bids
36 shall not be used for bidding days off, shifts or starting times within a
37 bid location.

38
39 4. If an employee is not awarded an upgrade to a higher
40 classification due to a lack of qualifications (not seniority), the
41 company shall, within seven (7) days of the award, give the
42 reason(s) in writing to the employee not receiving the award.
43

1 5. Vacancies projected to be ninety (90) days or longer in
2 the classifications covered by this Agreement shall be awarded to
3 those employees who have a valid preference bid on file for the
4 vacancy.
5

6 6. "Vacancy" for the purpose of this Article 10 shall be
7 defined as an open position established by the Company which
8 resulted from either an employee leaving a bid location or an
9 increase in the number of employees at a bid location.
10

11 7. New employees may not submit preference bids during
12 their probationary period.
13

14 8. Preference bids shall be made out in triplicate, on a
15 standard form supplied by the Company, signed by the employee,
16 time-stamped and initialed by the receiving Company representative.
17 The original of the preference bid and the duplicate will be retained
18 by the Company, the triplicate retained by the employee. The
19 employee may give a copy to his local Union representative. If the
20 Union questions a bid award, it may review all preference bids on file
21 for that position.
22

23 9. No bid on file shall be altered in any way. Changes shall
24 be made by submitting a new bid.
25

26 10. If an employee is, on the same day, awarded two (2) or
27 more awards by preference bid and accepts a vacancy and thereby
28 rejects other bid awards, he will not be restricted from filing additional
29 preference bids as set forth in A.1., above.
30

31 11. Within ten (10) days, the Company shall post at each job
32 location a notification showing the name and seniority date of the
33 employee awarded the preference bid. The award shall remain
34 posted for five (5) days.
35

36 12. If an employee is awarded a preference bid and wished
37 to accept it, he must accept the bid within forty-eight (48) hours from
38 the bid award. The award will be by written receipt of notification
39 from the Company and signed by the employee. Those not
40 responding within forty-eight (48) hours will be deemed to have
41 rejected the bid. If an employee rejects a preference bid award, he
42 will not be permitted to file another preference bid for a period of six
43 (6) months, except for movement between part time and full-time
44 within their bid location.

1 B. All vacancies in classifications covered by this Agreement at
2 any new station, or classifications not currently utilized at a station,
3 shall be bulletined at all stations where employees covered by this
4 Agreement are employed. The bulletin shall state the number of
5 vacancies to be filled, the classification of the job, the station, the
6 qualifications for the job, duties to be performed, the place where
7 bids are to be sent, and the last date on which they will be submitted.
8 Such date will be a minimum of seven (7) days after the bulletin is
9 posted. Any employee selected to fill such a vacancy shall be
10 available to begin the assignment within the maximum of ten (10)
11 days after being released from his job. An employee may, at his
12 option, utilize earned vacation (excluding Article 13, paragraph C.5.
13 to defer loss of pay during the ten (10) days). Employees who are
14 on vacation when a job is bulletined will be allowed to bid on the
15 position within three (3) days after their return to work.
16

17 C. Ability, plus classification seniority shall govern when filling
18 vacancies.
19

20 D. 1. An employee who does not hold seniority in the
21 classification or who does hold seniority but has not demonstrated
22 his ability to perform the work on the present type of equipment or
23 present methods of work will be permitted to hold the job for a
24 minimum of 120 hours worked and no more than 480 hours worked
25 on a trial basis in order to demonstrate his ability to perform the work
26 required by the job. Classification seniority shall not accrue for
27 employees filling temporary vacancies pursuant to Article 10.G.
28 During such period if the employee is unable to demonstrate his
29 ability to perform the work required by the job, he may be returned to
30 his previous assignment but he shall not, for a period of six (6)
31 months be permitted to bid for vacancy in the same or a higher
32 classification of work in which he was unable to demonstrate his
33 ability; provided, however, that the return to his former station shall
34 be without expense to the Company except that the Company will
35 furnish NRSA air transportation on its system for the employee and
36 his immediate family to the extent permitted by law, and the
37 employee will be allowed a reasonable period from the time he is
38 relieved of his duties until he is required to report for work at this
39 previous station established as aforementioned.
40

41 2. A successful bidder entering into a classification, whose
42 employment in that classification is interrupted because of reasons
43 other than an inability to demonstrate the "ability to perform the
44 work," as provided in paragraph D.1., will retain, but not continue to

1 accrue this classification seniority for a period of eighteen (18)
2 months. However, such seniority accrual will not be awarded until he
3 has successfully completed the accumulative 480 hours worked for
4 this trial period, at which time his classification seniority will be
5 adjusted to reflect all hours worked.

6
7 E. During the interim required to fill a vacancy, the Company may
8 select an employee to fill the vacancy temporarily. Employees
9 temporarily transferred from their regular work to the work of any
10 other classification covered by this Agreement shall receive their
11 regular rate of pay or the minimum rate of the classification,
12 whichever is higher, for performing such work.

13
14 F. In the case of vacancies not expected to exceed ninety (90)
15 calendar days or vacancies of less than ninety (90) calendar days
16 when an employee will not accept recall as provided in Article 19.F.,
17 the Company may select an employee to fill this vacancy on a
18 temporary basis. The selection will be based on seniority and ability
19 insofar as practical. At the end of ninety (90) calendar days the
20 vacancy will be awarded in accordance with Paragraph A.5. above.

21
22 G. An employee under this Agreement assigned to a temporary
23 job under Paragraphs E. and F. of this Article shall, upon such
24 discontinuance of such temporary job, be returned to the job in his
25 former classification and bid location that his seniority entitles him.

26
27 H. In the event a vacancy in a classification covered by this
28 Agreement exists at any location on the Company's system and no
29 qualified employees bid, the Company may, at its discretion, hire a
30 new employee or offer the position to any existing employee.

31
32 I. When an employee has been transferred (not furloughed) or
33 hired to fill a vacancy, he shall not be entitled to receive an award of
34 a preference bid to a different station for a six (6) month period,
35 unless he is bidding into a higher classification or a newly opened
36 station.

37
38 J. Special Projects

39
40 A Special Project is an assignment that a RSSA employee
41 could hold for a maximum period of one (1) year. The Special Project
42 assignment option will only be used when the assignment requires
43 specialized skills and knowledge. Labor relations and the Union must
44 be advised of Special Project assignments.

1 When a Special Project exists, the Company will post the opportunity
2 system-wide. In the posting, the skill and knowledge needed for the
3 job will be listed along with a reply date and to whom to reply.
4

5 The only restriction prior to applying for the assignment is that the
6 employee has not been assigned to a Special Project within the last
7 six (6) months. The selection process will be as follows:
8

9 Where appropriate, an interview(s) will be conducted in
10 seniority order to determine which employee(s) has the skills and
11 knowledge that are needed. After the interview, the final selection will
12 be made at management's discretion.
13

14 If an interview is not needed, the selection will be made in
15 seniority order.
16

17 When the one (1) year period has been reached, the employee will
18 be returned to his/her former job and status and will be restricted
19 from another Special Project assignment for six (6) months and will
20 exercise seniority for shift purposes under Article 5.E. Any employee
21 working on a Special Project assignment will be returned to his/her
22 former job and status within one (1) year of the start of the
23 assignment or his/her name will be removed from the Seniority List.
24
25

1 ARTICLE 11, LEAVE OF ABSENCE

2
3 A. All Leaves of Absence shall be without pay.

4
5 B. All requests for Leave of Absence must be made through
6 employee's immediate supervisor. After his initial probation period,
7 Leave may be granted upon written request, such request being
8 made at least fifteen (15) calendar days prior to commencement of
9 desired Leave, except in an emergency. An employee on Leave of
10 Absence (LOA) desiring to return prior to the expiration of such LOA
11 must give 14 calendar days written notice and may return with
12 Company approval. The Company shall give fourteen (14) calendar
13 days written notice to the employee to rescind a Leave of Absence
14 that has been granted.

15
16 C. Where a justifiable reason exists and requirements of the
17 service will permit, an employee shall be granted a Leave of
18 Absence in writing for a period not in excess of ninety (90) days.
19 Under such Leaves the employee shall retain and continue to accrue
20 seniority. Copies of the approval shall be forwarded to the Personnel
21 Department and the General Chair of the Union. Such Leaves may
22 be extended for additional periods not to exceed thirty (30) days
23 when approved in writing by both the appropriate supervisor and the
24 General Chair. During such extension the employee will retain, but
25 not continue to accrue seniority except where the Leave of Absence
26 has been granted because of health, injury, or special assignment by
27 the Company, in which case seniority shall accrue during the entire
28 period of the Leave. No Leave for sickness or injury may exceed a
29 total continuous period of five (5) years. Military, Maternity and
30 Medical Leave shall be excluded from the ninety (90) day limitation
31 as set forth above.

32
33 D. Maternity Leaves of Absence will be granted for pregnancy. //
34 Employees who are required by their physicians not to work will be
35 considered on Medical Leave of Absence during pregnancy.
36 Employees who are granted Leave will be required to return to work
37 within sixty (60) days after the birth of the child, or of a miscarriage,
38 unless an extension is granted. Said extensions may not exceed an
39 additional thirty (30) days. At the conclusion of her Leave the
40 employee will be returned to her former position unless it has ceased
41 to exist or is filled by a more senior employee who has exercised
42 displacement rights, in which case the employee will exercise her
43 seniority in accordance with the terms of the Agreement. Employees

1 who are granted maternity leave shall retain but not accrue seniority
2 for the period of her Leave in excess of ninety (90) days.

3
4 1. For all employees who do not qualify for parental leave
5 under the Federal or State regulations, a personal Leave of Absence
6 of up to ninety (90) days may be utilized for the birth or adoption of a
7 child. Such leave shall be treated as a personal and granted upon
8 request in conjunction with the required certification.

9
10 E. When more than one employee requests Leave of Absence
11 over the same period of time and the reasons for requesting the
12 Leaves are similar, company seniority shall apply. Once granted, the
13 leave of absence will not be rescinded due to a request by a more
14 senior employee.

15
16 F. The Company and the Union will abide by the Selective
17 Service Act of 1950 as amended for any employees who serve in
18 Active and Reserve Armed Forces.

19
20 G. 1. Employees elected to positions in the service of the
21 Government of the United States or any political subdivision thereof,
22 shall be granted an indefinite Leave of Absence by the Company.
23 An employee on Leave of Absence for this purpose shall retain and
24 continue to accrue seniority but shall have no other employee
25 benefits. The employee will be compensated for any accrued
26 vacation and will retain whatever sick and occupational injury leave
27 he had at the time the Leave of Absence began. Thirty (30) days
28 after the expiration of his term of Government office, the employee
29 shall report to work or forfeit his seniority.

30
31 2. Employees accepting full time employment with the
32 Union as representatives of employees covered by this Agreement
33 shall be granted an indefinite Leave of Absence by the Company.
34 Any employee on Leave of Absence for this purpose shall retain and
35 continue to accrue seniority and other employee benefits as provided
36 herein.

37
38 The employee will continue to receive pass privileges, as
39 provided for all other employees covered by the Agreement.

40
41 The employee will be permitted to continue in the group
42 hospitalization, dental and life insurance programs providing the
43 employee reimburses the Company for the // active employee
44 premium //.

1 The employee will retain all accrued sick and
2 occupational injury time which he has in accrual at the
3 commencement of the Leave of Absence.

4
5 The employee will be permitted to continue in the
6 Pension Plan and the following shall apply:

7
8 a. Seniority for vesting purposes shall continue.

9
10 b. The employee will be permitted to contribute to the
11 Plan on a yearly basis in an amount which would continue his
12 benefits at the same rate as if he were not on Leave of Absence.

13
14 All vacation in accrual at the time of Leave of Absence
15 commences will be paid to the employee, at his rate of pay, on a
16 special check issued within two (2) weeks after the Leave
17 commences. Upon the employee's return to the service of the
18 Company, the employee will accrue vacation credit in accordance
19 with his length of service.

20
21 Thirty calendar days after termination of the employment
22 with the Union, the employee shall report for work or forfeit his
23 seniority.

24
25 H. Employees covered by this Agreement shall, upon returning
26 from an authorized Leave of Absence or extension thereof, be
27 returned to the bid location from which they left and to the position
28 (shift and days off) they held at the time they left on Leave of
29 Absence. If there is a shift realignment during the time of the
30 employee's Leave of Absence, it is the obligation of the employee to
31 keep his manager/supervisor informed of his preference for
32 position(s). Failure to do so will result in the employee, upon return,
33 being assigned to a position (shift and days off) until the next shift
34 realignment.

35
36 I. Any employee covered by this Agreement who engages in
37 gainful employment while on Leave of Absence without prior written
38 permission from the Company and Union, except employees on
39 special assignments in the interests of the Company, shall be
40 deemed to have resigned from the Company's service and his name
41 will be stricken from the seniority roster.

42
43 J. Paid Union Leave Program (P.U.L.P.)

1 Employees who lose time due to being released from duty for
2 authorized Union business will be paid for the time lost for which they
3 had been scheduled to work and the Company will bill the Union for
4 the time lost as a result of such release.
5

6 1. Each month, the Company will supply the IAM with a list
7 of employees who received wages and benefits, covered by this
8 Agreement, during the previous month. In addition to the amount of
9 reimbursement for wages, an additional payment in the amount of
10 thirty-six point five percent (36.5%) shall be added for those fringe
11 benefits accrued by the employee while on Union business.
12

13 2. The employees on Union business will continue to
14 receive and accrue all employee benefits at the same rate as if they
15 were on the job. Benefits include sick leave accrual, vacation
16 accrual, retirement, life/medical insurance, 401(k) and other
17 applicable benefits, including seniority as well as pass privileges.
18 Employees covered by this paragraph shall be considered active
19 employees.
20

21 3. Employees on the Union Negotiating Committee will be
22 covered under this paragraph. While in negotiations, members of
23 the Union Negotiating Committee will be on Union business.
24 Employees covered under this paragraph J.3. will be considered on
25 day shift with Saturdays and Sundays off during periods of actual
26 negotiations or voting in conjunction with negotiations. Their work
27 week will start and end at midnight between Fridays and Saturdays.
28 However, if the negotiations are scheduled for more than thirty (30)
29 days apart, the employee should return to his normal work schedule.
30

31 4. Authorized leaves for Union business shall only be
32 requested by the General Chair or his designee and a copy of the
33 Company's billing to the Union will be furnished by the Company to
34 the General Chair. The Staff Vice President of Labor Relations must
35 be advised in writing by the General Chair to request Union leaves.
36

37 K. During periods of furlough, consideration will be given to
38 requests for leaves of absence in lieu of furlough from senior
39 employees, when granting such leaves will result in the retention of
40 qualified junior employees.
41

1 ARTICLE 12, TRAINING
2

3 A. Hours spent in training, or in traveling to and from training,
4 shall be treated the same as hours spent at work for all purposes
5 under the Agreement. Travel time will be based on published travel
6 time plus one (1) hour.
7

8 B. Employee may, with Company approval, volunteer to attend
9 non-required training without pay.
10

11 C. When any new equipment is put into service by the Company,
12 employees covered by this Agreement will be given an opportunity to
13 become familiar with such new equipment without change in
14 classification or rate of pay; provided, however, that the Company
15 may fix a reasonable time within which such employees must
16 become familiar with such new equipment. All employees assigned
17 to work in the ramp work area will receive proper training in ramp
18 safety and the use of equipment they are required to operate as set
19 forth in Company regulations.
20

21 D. The Company may train students and prospective employees
22 on the job site if it does not prevent or take work away from regular
23 employees.
24

25 E. In order to provide the best training possible for the
26 classifications covered by this agreement, the Union and Company
27 agree to the following selection process. When the need to establish
28 a formal training position within a classification is determined, the
29 following selection process shall apply:
30

31 1. A selection committee will be assembled to review the
32 potential trainers. The selection committee will be composed of an
33 equal number of Union selected (by the Local Shop Committee and
34 /or stewards) and Company appointed employees.
35

36 2. The selection committee will use all of the following
37 criteria in determining which employee fills the training positions.
38

39 a. Classification Seniority
40

41 b. Qualifications
42

43 c. Completion of a Company and Union generated
44 Training Skill test

1 3. No employee will be eligible to apply for the evaluation
2 before the selection committee who has not passed probation and
3 worked in classification for one (1) year. The probationary period will
4 be included in the one (1) year requirement. Once the committee has
5 selected a trainer, the process shall be repeated for each trainer no
6 later than three (3) years from the date of selection.
7

8 4. For his performance of training duties, a trainer will be
9 paid the training differential over and above his normal rate of pay.
10

11 5. While performing the training duties, trainers will
12 continue to accrue seniority in their classification(s).
13

1 ARTICLE 13, VACATIONS
2

3 A. The calendar year will be used to compute vacation
4 allowances. Employees shall accrue vacation credits based on their
5 length of service with the Company under this Agreement on the
6 basis of the scale set forth in "B" below. Vacation credits shall be
7 accrued for each month of employment prorated on the basis of the
8 number of straight time hours worked. No vacation credits may be
9 earned in other ways except that the Company may, at its discretion,
10 approve personal leaves of absence up to eighty (80) hours per
11 month with accrual for those hours not worked. Vacation credits will
12 be compensated for at the employee's base rate of pay.
13

14 B. 1. On completion of one (1) year 6.67 hours per month
15 On completion of five (5) years 10.0 hours per month
16 On completion of eleven (11) years 13.3333 hours per month
17 On completion of nineteen (19) yrs 16.67 hours per month
18 On completion of twenty-five (25) years 20.00 hours per month
19 One year equates to 2080 hours

20
21 //

22
23 2. No vacation shall be accrued in any calendar month that
24 an employee is on layoff, work stoppage, personal leave of absence,
25 extended military leave or suspension for a period exceeding fifteen
26 (15) calendar days. Vacation shall continue to be accrued for
27 periods of up to ninety (90) consecutive calendar days when an
28 employee is absent due to sick leave, workmen's compensation,
29 medical leave of absence, union leave of absence and special
30 leaves granted by the Company in cases of death, serious illness or
31 emergency conditions within an employee's immediate family or in
32 the special interest of the Company; further provide that such periods
33 will be treated individually and shall not be accrued as a total in
34 regard to the ninety (90) days limitations.
35

36 3. Employees shall accrue no more than three (3) years
37 annual vacation subject to the provisions of Paragraphs D.1. and
38 D.2. of this article.
39

40 C. Vacation Scheduling/Bidding

41
42 1. On October 1 of each year, employees will be notified of
43 the amount of vacation they should be entitled to bid during the
44 forthcoming calendar year, and all employees will bid for their
45 vacation preference during the months of October and November

1 according to their Company seniority, by classification at each bid
2 location, on each shift, at each station. The shift for bidding
3 purposes will be determined based on the employee's shift on
4 October 1. An employee shall make his selection in person or by
5 proxy within two (2) calendar days, or he shall forfeit his right to
6 select in turn and shall follow the last employee who has selected.
7 However, when the number of employees at a bid location, on a
8 shift, exceeds the number where you can no longer take two (2) days
9 per person to accomplish the bid within the time allotted, bids will be
10 made by appointment. Such appointments will be posted at least
11 seven (7) days in advance. In each classification, if there are four (4)
12 or less on a shift, all shifts may be combined for the bidding of
13 vacation. It is also understood that the leads of each classification
14 are included as part of the basic classification for the purpose of
15 bidding vacation. However, the local manager and the shop
16 committee/steward responsible for a bid location, may agree (work
17 group vote 50% + 1) to separate the leads of the classification from
18 the basic classification for the purpose of bidding vacation. Any such
19 agreement shall not be a violation of the labor agreement and
20 therefore shall not be the subject of any grievances. Approved
21 vacation selections will be posted at the various stations by
22 December 21, and once posted a senior employee will not be
23 permitted to take a vacation already assigned a junior employee.
24 Ten (10) hour shift employees shall bid their vacation in four (4) day
25 increments and the employee shall be charged ten (10) hours for
26 each vacation day paid.

27
28 2. Vacation will be granted at time most desired by
29 employees, based on Company seniority by classification, but the
30 right of allotment of any vacation period is reserved to the Company
31 in order to insure the orderly operation of its business. For allotment
32 purposes, when a work group, which bids in common for vacation
33 periods totals twelve (12) or more employees, at time of bidding, no
34 month within the year will be blocked from vacation selection.
35 Whenever a work group totals less than twelve (12) employees at
36 time of bidding, the months of July and August will not be blocked,
37 but may be restricted so that no employee will be allowed to select
38 more than two (2) weeks vacation.

39
40 3. No more than three (3) vacation periods may be taken in
41 a calendar year nor may a vacation period include less than five (5)
42 days unless extenuating circumstances exist and supervisory
43 approval is given or as set forth in Paragraph C.5. of this Article.
44 Employees electing to split their vacation will be permitted a second

1 or third vacation period choice only after all other employees have
2 had an opportunity to file their first choice.

3
4 4. An extra day will be added to an employee's vacation
5 accrual if a paid holiday falls within his vacation period, unless the
6 employee elects to be paid for both as stated in Article 7, paragraph
7 E.

8
9 5. Vacation shall commence with shift change closest to
10 twelve (12) midnight Friday, an employee may take any odd days of
11 vacation he holds so that he may add his days off to the end of his
12 vacation period. Employees with odd amounts (not divisible by 5) of
13 vacation for calendar year may utilize such odd amounts either as
14 set forth above, or, use as a day at a time vacation, subject to the
15 approval of their supervisor. Requests for DAT vacation will be on a
16 first-come, first-served basis, and no request may be made more
17 than fourteen (14) calendar days in advance of the day requested.
18 The supervisor shall notify the employee if he can have the day off
19 no later than four (4) calendar days prior to the day requested unless
20 mutual consent by both parties. If two employees request the same
21 day off on the same day, Company seniority shall govern.

22
23 6. Employees will be allowed to donate earned vacation to
24 another employee to use as paid time off for a catastrophic illness
25 subject to management approval.

26
27 7. Vacation relief schedules will be bid along with the
28 schedules bid in accordance with Article 5, paragraph A.

29
30 8. Employees who are on scheduled vacation are not
31 eligible for overtime, field trips or trades, except on the employee's
32 regular day off (RDO) which occurs within the designated vacation
33 period. Furthermore, an employee on his scheduled vacation will not
34 be subject to mandatory overtime during any of the days, including
35 RDO, within the designated vacation period.

36
37 D. Cancellations

38
39 1. If any employee accepts a bid position and his previous
40 vacation period selection conflicts with the interest of the service in
41 connection with his new position he shall select a new vacation
42 period or with Company approval place his vacation in accrual even
43 though it may exceed the three (3) year limit.

1 2. If a vacation period is cancelled, in writing by the
2 Company, the employee may select an open vacation period which
3 shall not be cancelable or may place his vacation in accrual even
4 though it exceeds the three (3) year limit, however, it must be taken
5 prior to the end of the following calendar year. If a vacation period is
6 canceled in writing by the Company, at least two (2) weeks notice
7 must be given, except in the case of an emergency as set forth in
8 Article 4, E. The employee must submit his time card(s) covering his
9 vacation period at least two (2) weeks in advance of the start of the
10 vacation period.

11
12 3. Employees will, with Company approval, be allowed to
13 cancel their vacation periods provided they give notice in writing to
14 their supervisor at least thirty (30) days prior to the beginning of their
15 vacation period.

16
17 4. When an employee vacates his vacation period as set
18 forth in D.1., D.2., or D.3. above, employees in the same bid group,
19 commencing with those junior to the employee vacating his vacation
20 period and those transferring into the bid group subsequent to the
21 original vacation bidding, will be allowed to bid for the vacated
22 period, in order of Company seniority. A notice of the vacated period
23 will be posted and employees must notify their supervisor of their
24 desire for the vacated period within seven (7) days of the posting. If
25 not selected within seven (7) days, it will be considered an open
26 period available to the first employee who requests it within the bid
27 group. Vacation periods which in turn are vacated by this procedure
28 will become open periods.

29
30 E. Employees shall receive, on the day prior to the
31 commencement of their vacation, the pay which would normally be
32 payable on paydays falling within the employee's vacation period
33 provided that the employee make a written request fifteen (15) days
34 prior to the commencement of his vacation.

35
36 F. Employees shall notify their supervisor if their vacation accrual
37 falls below the level to fulfill their remaining bid vacation. Such
38 remaining vacation periods shall be canceled and shall be made
39 available to employees in the work group in accordance with Article
40 13.D.4.

41
42 G. In the event of death of an employee who has completed
43 twelve (12) months of service, payment will be made to his estate for
44 all accrued vacation.

1
2 H. At the time the employee is given a lay off notice, he or she
3 may notify the Company, in writing, within seven (7) calendar days if
4 he desires to receive his vacation pay. If no notice is given he will
5 receive payment for accrued vacation at the first pay period
6 occurring 90 days after the last day worked.
7
8

1 ARTICLE 14, SICK LEAVE

2
3 A. Accrual

4
5 1. All employees will be credited with eight (8) hours of sick
6 leave for each month of their employment prorated on the basis of
7 the number of straight time hours worked under this Agreement. No
8 sick leave credits may be earned in other ways except that the
9 Company may, at its discretion, approve personal leaves of absence
10 of up to eighty (80) hours per month with accrual for those hours not
11 worked. Probationary employees may not utilize sick leave,
12 however, they will accrue during this period and will be credited
13 retroactively after completion of their probation. Sick leave may be
14 accrued at the rate of eight (8) hours per month as set forth above up
15 to a maximum of one thousand six hundred fifty (1,650) hours.

16
17 2. Sick leave, with pay, will be granted up to the number of
18 days credited to the employee at that time. // When such sick leave
19 is granted, the number of days paid for by the Company will be
20 charged against the number of days credited to an employee. Once
21 the employee returns to work, one day for each month of continuous
22 service shall again be credited to the employee until the total credit
23 again equals one thousand six hundred fifty (1,650) hours.

24
25 3. Sick leave may be retained but not accrued during layoff
26 or leave of absence providing such layoff or leave of absence does
27 not exceed two (2) years.

28
29 4. On a quarterly basis, sick leave accrual and usage will
30 be made available for each employee at the manager's office for the
31 employee to review.

32
33 B. Sick Leave Pay

34
35 1. Payment for sick leave shall be based on the employees'
36 regular straight time rate multiplied by the number of hours he is
37 scheduled to work each day. However, there shall be deducted from
38 such payment weekly indemnity available under the Company Group
39 Insurance Plan, or in the case of injury on duty under Workers'
40 Compensation Insurance, applicable to the same period of absence.
41 Workers' Compensation may be charged against sick leave on a
42 prorated basis.

1 2. All sick leave time granted shall be considered the same
2 as time worked for the purpose of overtime pay.

3
4 3. Employees will be required to request payment for sick
5 leave or injury in writing on the time card and/or form provided by the
6 Company. Such sick leave with pay will be granted only in case of
7 actual sickness or injury. No paid sick leave will be granted for injury
8 or sickness resulting from attempted suicide, the abuse of drugs or
9 alcohol, except where the sick leave is requested to complete a
10 Chemical Dependency Program.

11
12 4. Routine dental and physical examinations will not be
13 considered a basis for paid sick leave. However, one (1) day per
14 twelve (12) month period will be granted for an annual physical
15 examination, provided the employee substantiates the usage with a
16 doctor's slip, and has given at least five (5) days advance notice to
17 his immediate supervisor.

18
19 5. Only days absent due illness of the employee shall be
20 paid for from such allowed sick leave, except that sick leave of up to
21 four (4) days in each calendar year will be allowed an employee due
22 to serious illness or hospitalization of his or her spouse or dependent
23 child where he can show that such leave is necessary. Serious
24 illness shall be defined as those situations where the spouse or
25 dependent child is medically incapacitated and shall be considered
26 to mean time for the employee to care for the spouse or dependent
27 child. The Company may require verification in writing of such
28 incapacitation. The four (4) days in each calendar year for children
29 may be expanded by Company policy or law. (For current
30 information on Company policy, please contact Employee Benefits-
31 SEAHB.)

32
33 C. Sick Leave Reporting

34
35 1. Employees shall report to their supervisor that they are ill
36 and unable to work at least two (2) hours prior to the start of their
37 shift, if at all possible (i.e. employee injured on way to work, unable
38 to communicate).

39
40 2. The Company shall have the privilege of investigating
41 the circumstances of any absence due to illness or injury. Any
42 fraudulent absence shall be cause for discipline up to and including
43 dismissal. Any employee remaining at his residence or a hospital

1 during the period shall be deemed to be sick unless found otherwise
2 by registered medical personnel.

3
4 D. Occupational Injury Leave

5
6 1. Each employee covered by this Agreement shall, on an
7 annual non-cumulative basis, be awarded occupational injury leave
8 to be utilized in the event of absence due occupational injury or
9 illness during that calendar year. Full time employees shall receive
10 one hundred twenty (120) hours and part time employees shall
11 receive eighty (80) hours.

12
13 2. The leave shall be expended on the basis of hourly
14 increments for time absent from work and shall compensate the
15 individual for the difference between Workmen's Compensation and
16 regular straight time rate (including licenses and longevity, but
17 excluding overtime).

18
19 3. After the exhaustion of said leave, an employee may
20 utilize accumulated sick leave on a prorated basis.

21
22 E. The employee and the Union recognize their obligations to
23 prevent absence for other reasons than illness and injury or other
24 abuses of sick leave privileges, and pledge their wholehearted
25 cooperation to the Company to prevent abuse.

26
27 F. If the Company, at any time at its discretion, grants additional
28 sick leave or assistance to any employee, it shall not constitute a
29 precedent requiring additional sick leave or assistance in any other
30 case.

31
32 G. Employees will be allowed to use forty (40) hours sick leave
33 with pay or, for part time employees, the number of hours in their
34 current scheduled work week, when it is necessary for the employee
35 to be absent due to a death in the immediate family. Immediate
36 family shall be defined as an employee's father, step-father, mother,
37 step-mother, spouse, qualified registered domestic partner, child,
38 stepchild, grandchild, grandparents, sister, brother, mother-in-law or
39 father-in-law of the employee qualified registered domestic partner's
40 parents.

1 ARTICLE 15, TRANSPORTATION
2

3 A. Employees covered by this Agreement will be granted the
4 same transportation privileges on the Company system as may be
5 established by Company regulations for all personnel. The service
6 charge will be the same as for other employees of Alaska Airlines.
7

8 B. The General Chair(s) of the Union will be furnished with free
9 annual positive space passes over the Company's system during
10 their term of office for use when needed in connection with Union
11 business related to this Agreement. The Executive Board Members
12 of the Union will be furnished with space available transportation.
13 Employees officially representing the Union as a member of the
14 contract negotiating committee shall receive on-line, Company
15 business, positive space (without displacing revenue passenger),
16 service charge waived passes for the purpose of traveling to and
17 from negotiating sessions.
18

19 C. 1. Employees transferring to another location at their own
20 request due to bidding or exercise of seniority shall be provided with
21 service charge waived, space available transportation for self and
22 family.
23

24 a. Employees bidding to another station shall be
25 provided with on-line, space available transportation of personal
26 effects up to 12,000 pounds at no cost to the employee.
27

28 b. Employees transferring to another station to avoid
29 furlough resulting from a reduction in force shall be provided with on-
30 line space available transportation of personal effects up to 12,000
31 pounds at no cost to the employee.
32

33 c. All shipments under either a. or b. above shall be
34 limited to size by the type of aircraft normally operated between the
35 two locations and shall be on an airport to airport basis. All other
36 expenses shall be borne by the employee.
37

38 2. Employees will be allowed a reasonable period, not to
39 exceed 10 working days, between the time they are relieved of their
40 duties until they are required to report at the new location. Such
41 period shall be without pay and shall be established in advance and
42 be dependent upon the means of travel.
43

1 ARTICLE 16, GRIEVANCE PROCEDURE
2

3 A. In order to properly administer this Agreement and to dispose
4 of all disputes or grievances which may arise under this Agreement
5 or between the parties, the following procedure shall be followed:
6

7 1. The Union will be represented by not more than one (1)
8 properly designated steward in each department or shop at each
9 point on the system on each shift where necessary.

10 2. The Union will be further represented at each point
11 where local lodges exist by a Shop Committee, consisting of three
12 (3) members elected by the local membership. This committee will
13 deal with general officials of the Company.
14

15 3. The Company will designate a representative at each
16 location where persons covered by this Agreement are employed
17 who is empowered to settle all local grievances.
18

19 4. The Union and Company, will, at all times, keep the
20 other party advised through written notice of any change in
21 authorized representatives.
22

23 5. The General Chair of the Union or his designee shall be
24 permitted at any time, to enter shops and facilities of the Company
25 for the purpose of investigating grievances and disputes arising
26 under this Agreement after contacting the Company supervisor in
27 charge and advising him of the purpose of his visit. Such visits shall
28 not be used to call meetings during work periods that interfere with
29 routine production of employee.
30

31 B. The following procedure shall apply for the presentation and
32 adjustment of // contract related grievances // and discipline not
33 involving a loss of pay (i.e. Suspension and Discharge). No
34 employee who has completed his probationary period will be
35 disciplined without first being advised of the charges and extent of
36 discipline, in writing, with a copy to the Local Union representative
37 within twenty (20) calendar days of reasonable first knowledge.
38

39 Step 1. Any employee or employees having a complaint or
40 grievance in connection with the terms of this Agreement shall within
41 // twenty (20) calendar days of the occurrence, or // twenty (20)
42 calendar days of reasonable first knowledge thereof, present his
43 claim or grievance to his shop steward and immediate supervisor on
44

1 a standard grievance form, the parties shall meet within ten (10)
2 calendar days, and every effort shall be made to arrive at a
3 satisfactory adjustment of same. The immediate supervisor will give
4 his decision in writing to the Shop Steward and Grievant within seven
5 (7) calendar days following the meeting. Should the immediate
6 Supervisor fail to respond within seven (7) calendar days, the
7 grievance will automatically proceed to Step 2.

8
9 Step 2. If the Steward or employee is not satisfied with
10 the decision rendered in Step 1 above, the matter will be referred to
11 the Local Committee who will present the matter to the Department
12 Head (or his designee) to whom the Base or Station Supervisor
13 reports within ten (10) calendar days of the decision as rendered in
14 Step 1 above. The parties shall meet to resolve the issue(s) within
15 seven (7) calendar days. The Department Head will render his
16 decision in writing to the Shop Committee Chairman and the grievant
17 within seven (7) calendar days after hearing the case.

18
19 Step 3. If not satisfactorily settled, the General Chair or
20 his designated representative may appeal for consideration and
21 decisions to the Executive Vice President of the Company or his
22 designee within thirty (30) calendar days of the date of decision
23 rendered in Step 2. A meeting will be held within ten (10) calendar
24 days and a decision rendered by the Executive Vice President or his
25 designee within seven (7) calendar days. In the event the issue(s) is
26 not settled satisfactorily the grievance may be appealed to the
27 System Board of Adjustment for determination as provided in Article
28 17.

29
30 C. In the case of action involving discharge, suspension, or
31 discipline to the extent of loss of pay, the following procedure shall
32 apply:

33
34 1. No employee who has completed his probationary
35 period will be disciplined to the extent of loss of pay, suspended or
36 discharged without first being advised of the charges and extent of
37 discipline, in writing, with a copy to the Local Union representative
38 within // twenty (20) calendar days of the alleged incident or // twenty
39 (20) calendar days of reasonable first knowledge of the incident. Not
40 later than // seven (7) calendar days after receipt of the above notice,
41 the employee may request a hearing and such hearing will be
42 conducted not later than // seven (7) calendar days after the
43 employee's request. The employee may be represented at such
44 hearing by the Local Committee and/or the Union General Chair or

1 his designee. The Company representative conducting such hearing
2 shall not be the person preferring the charges. Oral and written
3 evidence may be introduced at such investigations and hearings and
4 witnesses may be required to testify under oath. In case of hearing
5 involving an employee's past record the employee and the Union
6 may examine the employee's personnel record prior to such hearing.
7 During the above procedure the employee may be held out of
8 service pending the decision of the hearing, such action to be without
9 loss of pay if the decision does not result in removal of the employee
10 from the payroll.

11
12 2. Within seven (7) calendar days after the close of such
13 hearing, the Company shall render its decision in writing and shall
14 furnish the employee and his accredited Union Representative a
15 copy thereof. If the decision reached as a result of the hearing is not
16 satisfactory or if the decision is not forthcoming within the seven (7)
17 calendar day period, the case may then be processed in accordance
18 with the grievance procedure beginning with Step 3 as outlined in
19 Paragraph B. above.

20
21 D. If any dispute is settled in any of the steps as outlined in
22 Paragraphs B. or C. above, the Union shall so advise the Company,
23 in writing, within seven (7) calendar days of the receipt of said
24 decision.

25
26 E. When it is mutually agreed that a stenographic report is to be
27 taken by a public stenographer of any investigation or hearing
28 provided for in this Agreement the cost will be borne equally by both
29 parties to the dispute. When it is not mutually agreed that a
30 stenographic report of the proceedings be taken by a public
31 stenographer, the stenographic record of any such investigation or
32 hearing may be taken by either of the parties to the dispute. A copy
33 of such stenographic record will be furnished to the other party to the
34 dispute upon request at pro rata cost. The cost of any additional
35 copies requested by either party shall be borne by the party
36 requesting them whether the stenographic record is taken by mutual
37 agreement or otherwise.

38
39 F. In cases involving discipline, the Company shall have the right
40 to hold an employee out of service pending a hearing, such time to
41 be compensated for at the employee's normal rate should the
42 hearing or subsequent steps result in reinstatement without loss of
43 pay.
44

1 G. The time limits set forth in this Article may be extended by
2 mutual agreement.
3

4 H. Non-compliance with the time limits set forth in the grievance
5 procedure as outlined shall result in the granting of the grievance, if
6 by the Company, and the denial of the grievance if by the Union or
7 the aggrieved, except as provided for in Paragraphs B., Step 1,
8 concerning response within seven (7) calendar days, and C.2.
9 (above).

10
11 I. 1. Stewards and local Union Committeemen will be
12 permitted, after reporting to their foreman or supervisor, a
13 reasonable amount of time during working hours to investigate,
14 prepare and present grievances without loss of pay. In the event it is
15 necessary to go to another shop they will report in with the foreman
16 or supervisor of the other shop.
17

18 2. In cases involving suspension(s) or discharge(s) the
19 Shop Committee that normally handles grievances for locations and
20 stations will be afforded all rights as outlined in Paragraph I.1. above.
21 The Company will provide space available business passes.
22

23 J. Necessary hearings and investigations called by the Company
24 shall, insofar as possible, be conducted during regular business
25 hours and all stewards, local committeemen and witnesses
26 necessary for a proper hearing or investigation will be compensated
27 at straight time rate for all time spent attending such hearing or
28 investigation.
29

30 K. Disciplinary letters not involving a suspension in an employee's
31 personnel file will be removed from the personnel file and will not be
32 utilized for the basis of further disciplinary action if there have been
33 no further discipline letters within one (1) year. All letters of
34 discipline in an employee's personnel file will become null and void
35 and removed from the personnel file if a two (2) year period has
36 passed during which the employee receives no additional disciplinary
37 letters.
38

39 L. 1. Rejected offers made by the Company or the Union for
40 settlement of employee complaints and grievances will be of no
41 value and will be inadmissible in any grievance or System Board of
42 Adjustment hearing.
43

1 2. Settlements of complaints and grievances will not,
2 unless expressly so stated in writing and approved by IAM District
3 142 and the Company, be of any value in the interpretation of this
4 Agreement, nor will they set or be of any value as precedent for the
5 handling of other similar matters, and they will be without prejudice to
6 either the position of the Company or the Union on the issues raised.
7

8 3. This paragraph, "L.", shall not apply to System Board
9 decisions.

10
11 M. Prior to taking any action under this Article, the Company may
12 withhold an employee from service without loss of pay.
13

14 N. If at any time during an investigation the Company interviews
15 an employee, and the subject of that interview may lead to discipline
16 or discharge of that employee, he may request the presence of the
17 shop steward during that interview. If the shop steward is not
18 available, a union appointed alternate may act in his place.
19
20

1 ARTICLE 17, SYSTEM BOARD OF ADJUSTMENT
2

3 A. In compliance with Section 204, Title 2 of the Railway Labor
4 Act, as amended, there is hereby established a System Board of
5 Adjustment, hereinafter referred to as "The Board," for the purpose
6 of adjusting and deciding disputes or grievances which may arise
7 under the terms of this Agreement, and which are properly submitted
8 to it after exhausting the procedure for settling disputes, as set forth
9 in Article 16 "Grievance Procedure."

10
11 B. 1. The Board shall be composed of a Company member, a
12 Union member and a neutral referee selected by the Company and
13 the Union. Unless the Company and District Lodge 142 agree upon
14 a combination of cases to be presented, each case presented to the
15 Board shall be treated as a separate case. The Board shall meet
16 and consider each Grievance properly appealed to it at a time and
17 place set by mutual agreement of the parties no later than one
18 hundred twenty (120) days subsequent to the proper submission of a
19 case to the Board as set forth in paragraph E. below. If either the
20 Company or the Union consider the matter of sufficient urgency and
21 importance, the Board shall meet not more than sixty (60) days after
22 request of either party in accordance with the provisions of
23 paragraph H. below. If either party shall fail to appear, the grievance
24 shall be deemed settled in favor of the other party.
25

26 2. The neutral member of the Board shall preside at
27 meetings and hearings of the Three (3) Person Board. It shall be the
28 responsibility of the neutral to guide the parties in the presentation of
29 testimony, exhibits and argument at hearings to the end that a fair,
30 prompt and orderly hearing to the dispute is afforded. The Board
31 shall meet in the city where the general offices of Alaska Airlines are
32 maintained unless a different place of meeting is agreed upon by the
33 Board and the parties.
34

35 3. If the Parties cannot agree upon the selection of some or
36 all of the panel members per Paragraph H.1., either the Company or
37 Union may direct a request to the Chairman of the National
38 Mediation Board for a list of five (5) neutrals for each vacant position.
39 The parties shall alternately strike each list to fill each vacant
40 position.
41

42 C. The Board shall have jurisdiction over disputes between any
43 employee or employees covered by this Agreement and the
44 Company growing out of grievances or out of interpretation or

1 application of any of the terms of this Agreement. The jurisdiction of
2 the Board shall not extend to proposed changes in hours of
3 employment, basic rates of compensation or working conditions
4 covered by this Agreement or any Amendment hereto.
5

6 D. The Board shall consider any dispute properly submitted to it
7 by the General Chair of the Union or his designee, or by the
8 Representative of the Company. Disputes introduced by the Union
9 shall have been processed in accordance with the terms provided for
10 in this Agreement, under Grievance Procedure, Article 16.
11

12 E. All disputes properly referred by the Union to the Board for
13 consideration shall be filed with the Company's Vice President in
14 charge of Labor Relations by a Notice of Appeal which must be
15 postmarked within thirty (30) days after final decision in the last step
16 of the grievance procedure set forth in Article 16. A copy of the
17 submission as defined below will be included with the notice of
18 appeal sent to the Company's Vice President in charge of Labor
19 Relations. All disputes properly referred by the Company to the
20 Board for consideration shall be filed with the President/General
21 Chair of District Lodge 142 by a Notice of Submission which must be
22 postmarked within thirty (30) days after the Vice President in charge
23 of Labor Relations knew or should reasonably have been expected
24 to know of the cause giving rise to the dispute. The party referring
25 the dispute will submit to the Board a statement of the case which
26 shall include:
27

- 28 1. Question or questions at issue.
- 29 2. Statement of facts.
- 30 3. Position of employee or employees and relief requested.
- 31 4. Position of Company and/or Union.
32

33 F. Employees covered by this Agreement may be represented at
34 Board hearings by such person or persons as they may choose and
35 designate, in conformance with the constitution of the Union, and the
36 Company may be represented by such person or persons as they
37 may choose and designate. Evidence may be presented either
38 orally or in writing, or both.
39

40 G. A majority vote of all members of the Board shall constitute a
41 decision which shall be final and binding on the parties. The
42 decision of the Board shall be rendered within sixty (60) days of the
43 close of the hearing, or if briefs are filed, within sixty (60) days of
44 receipt of briefs.

1 H. 1. The Company and the Union shall meet yearly, during
2 the first week of October, to agree upon the selection of five (5)
3 neutral members to sit with the Board in the consideration and
4 disposition of pending cases during the following year. Upon
5 selection of the panel, the parties will contact the five (5) neutrals
6 and reserve hearing dates mutually agreeable for the Company, the
7 Union and the neutral for the following year. After a schedule of
8 hearing dates is established for each neutral, the Company and the
9 Union will meet periodically for the purpose of reaching mutual
10 agreement upon the particular case to be heard on each hearing
11 date. In the event that the Company and the Union cannot agree
12 upon a specific neutral to hear a specific case, the referring party
13 shall initiate the selection process by flipping a coin to determine who
14 will first strike a neutral member from the panel and then each of the
15 parties will alternately strike from the five (5) neutrals until one (1)
16 neutral remains. Said neutral shall be scheduled to hear the specific
17 case on his/her first available date. Either party may terminate the
18 services of a neutral by written notification to that neutral with copy to
19 the other party, except for cases already scheduled before that
20 neutral. If the number of neutrals falls below five (5), the parties will
21 meet to bring the total number to at least five (5).
22

23 2. At least thirty (30) days prior to a scheduled hearing
24 date, the appealing party shall forward a copy of the submission as
25 defined in paragraph E. above, to the opposing party as well as the
26 neutral member. All subsequent documents to be filed with the
27 Board shall be addressed to all three (3) members of the Board.
28

29 3. If the parties have not yet agreed upon a case to be
30 presented to a neutral on a particular hearing date twenty-one (21)
31 days prior to that specific hearing date, the parties will attempt to
32 agree upon an alternate schedule of cases under the expedited
33 arbitration provision of Sideletter #10.
34

35 4. No matter shall be considered by the Board which has
36 not first been fully processed in accordance with the grievance and
37 appeal provisions of this Agreement.
38

39 I. Nothing herein shall be construed to limit, restrict or abridge
40 the rights or privileges accorded either to the employees or to the
41 Company, or to their duly accredited representatives, under the
42 provisions of the Railway Labor Act, as amended.
43

1 J. The Board shall maintain a complete record of all matters
2 submitted to it for its consideration and of all findings and decisions
3 made by it.
4

5 K. Each of the parties hereto will assume the compensation,
6 travel expense and other expenses of the Board members selected
7 by it.
8

9 L. Each of the parties hereto will assume the compensation,
10 travel expense and other expenses of the witnesses called or
11 summoned by it. Witnesses who are employees of the Company
12 shall receive free transportation over the lines of the Company from
13 the point of duty or assignment to the point at which they must
14 appear as witnesses and return, to the extent permitted by law.
15

16 M. The Company Board member and the Union Board member,
17 acting jointly, shall have the authority to call witnesses and to incur
18 such other expenses as in their judgment may be deemed necessary
19 for the proper conduct of the business of the Board, and such
20 expense shall be borne one-half (1/2) by each of the parties hereto.
21 Board members who are employees of the Company shall be
22 granted necessary leaves of absence for the performance of their
23 duties as Board members. Board members shall be furnished free
24 transportation over the lines of the Company for the purpose of
25 attending meetings of the Board, to the extent permitted by law.
26

27 N. It is understood and agreed that each Board member shall be
28 free to discharge his duty in an independent manner, without fear
29 that his individual relations with the Company or with the Union may
30 be affected in any manner by any action taken by him in good faith in
31 his capacity as a Board member.
32

33 O. Either party may withdraw a grievance at any time, and this
34 shall not set a precedent on the merits of grievances filed in the
35 future on a similar matter.
36

37 P. All time limits in this Article are calendar days and may be
38 extended due to a substantiated emergency such as an accident,
39 death, or serious illness, or by mutual agreement in writing.
40

1 ARTICLE 18, SAFETY AND HEALTH
2

3 A. Employees entering the service of the Company may be
4 required to take a physical examination specified by the Company.
5 The cost of such examination will be paid for by the Company.
6 Thereafter the Company may request an employee to submit to
7 further physical examination during the course of his employment or
8 recall to service after a lay-off due to reduction in force. The cost of
9 such further examination shall be paid by the Company. If it
10 becomes necessary to hold an employee out of service due to his
11 physical condition, the Union will, on the employee's request be fully
12 informed of the circumstances and every effort will be made to return
13 the employee to service at the earliest possible date. No employee
14 will be required to work under unsafe or unsanitary conditions.
15

16 B. The Company hereby agrees to maintain safe, sanitary and
17 healthful conditions in all plants, and to maintain on all shifts
18 emergency first aid equipment. It is understood that this does not
19 require the Company to maintain a nurse or doctor to fulfill the
20 requirements of the foregoing clause.
21

22 C. The Company agrees to furnish good drinking water and
23 sanitary fountains; the toilets and washrooms will be kept in good
24 repair and in a clean, dry, sanitary condition. Employees will
25 cooperate in maintaining the foregoing conditions. Shops and
26 washrooms will be lighted and heated in the best manner possible
27 consistent with the source of heat and light available. Individual
28 lockers will be provided for all employees where space is available.
29

30 D. In accordance with local, state, and/or federal laws and
31 regulations and in order to eliminate as far as possible accidents and
32 illness, a joint safety committee composed of an equal number of
33 Union representatives and Company representatives will be
34 established at each location on the system, where employees
35 covered by this Agreement are employed. The purpose of the Safety
36 Committees shall be to hold monthly meetings and to provide a
37 forum for employees to bring forward their safety and health
38 concerns, as well as work together toward hazard abatement,
39 compliance with regulatory requirements, prevention of employee
40 injuries/illnesses, passenger injuries/illnesses and damage to
41 company property and equipment. Safety Committee meetings shall:
42

1 1. Review safety, health and environmental inspection
2 reports, as well as make recommendations and assist in the
3 correction of identified unsafe conditions and practices.

4
5 2. Evaluate accident investigations conducted since the
6 last meeting to determine if the cause of the unsafe acts or unsafe
7 condition involved was properly identified and corrected

8
9 3. Evaluate accident and illness prevention program with a
10 discussion of recommendations for improvement where indicated.

11
12 Minutes of each committee meeting shall be prepared and filed for a
13 period of at least one year and shall be made available for review.
14 The subjects discussed and attendance of the members shall be
15 documented. Minutes shall be posted for all affected employees to
16 review. Copies of minutes shall be sent to the Company's
17 Occupational and Operational Safety Department (OOSD). Safety
18 Committee members shall be paid their applicable hourly rate for
19 their attendance at official joint safety committee meetings. The IAM
20 Shop Committee will be provided copies of the minutes.

21
22 E. The Company shall review and evaluate the Safety
23 Committee's recommendations. It shall be the duty of the Safety
24 Committee to determine if applicable State and Municipal safety and
25 sanitary regulations are complied with, and to make
26 recommendations for the maintenance of appropriate safety and
27 sanitary standards.

28
29 F. The Company shall furnish all necessary safety devices for
30 employees working on hazardous or unsanitary work, and
31 employees will be required to wear such devices in performing such
32 work. The Company will make hearing protectors and knee pads
33 available to all employees, and the Company will pay for half the
34 cost. Replacements will be provided at half cost to the employee
35 upon his turning in the worn out or damaged equipment.

36
37 G. The Company will furnish appropriate aprons, overshoes and
38 gloves to all employees required to work with acids and chemicals
39 that are injurious to clothing while such employees are engaged in
40 such activities, and employees will be required to wear such
41 equipment.

1 H. Employees injured while at work shall be given medical
2 attention as promptly as reasonably practical. The Company shall
3 arrange and pay for round trip transportation to a medical treatment
4 center whenever necessary.
5

6 I. The Company will have the following cold weather clothing
7 available to all employees required to go on emergency winter field
8 trips:
9

10 In Seattle:

11 3 Arctic Parkas - two large, one medium
12 3 Pair Insulated Boots - one large, two medium

13 In Anchorage:

14 3 Arctic Parkas - two large, one medium
15

16 The above items will be maintained in stockroom, and no
17 employee will be required to go on such trips if the above equipment
18 is needed and not available. The Company shall provide other
19 protective clothing from time to time as mutually agreed upon
20 between the Union and the Company for protection against the
21 elements and shall meet with the Local Committee periodically to
22 review the condition of such clothing. The employees may be
23 required to sign receipts for such items of Company protective
24 clothing as are drawn.
25

26 J. All employees will be required to wear a standard uniform,
27 which may vary from station to station and between job
28 classifications. The Company will furnish the uniforms at no cost to
29 the employee and provide either all cleaning of required items, or a
30 cleaning allowance of \$5.00 per month per employee, at the option
31 of the Company.
32

33 K. The Company will provide parkas and gloves for all Alaska
34 based employees on an individual basis. Such clothing shall remain
35 the property of the Company and shall be of a quality equal to that in
36 use on the effective date of this Agreement. The Company will meet
37 with the local Shop Committee to review the condition of the parkas
38 prior to each winter's operation.
39

40 L. When employees work on, load, unload or examine aircraft in
41 the presence of dangerous materials or devices (e.g. bomb threats,
42 hijackings), the Company shall provide hazardous duty life
43 insurance. The insurance coverage shall be up to \$200,000 per life
44 with a maximum of \$1,000,000 total coverage per accident, (e.g. if

1 five (5) lives are lost in a single accident, the coverage is \$200,000
2 per life; if ten (10) lives are lost, the coverage is \$100,000 per life.
3

4 M. The Company may establish reasonable personal standards
5 for appearance and safety.
6
7

1 ARTICLE 19, SEVERANCE ALLOWANCE

2
3 A. Any employee with two (2) or more years of service under this
4 Agreement whose employment is involuntarily interrupted while he is
5 in a position covered by this Agreement shall be paid the severance
6 allowance provided in paragraph B. following, subject, however, to
7 the limitations and qualifications and in accordance with the terms
8 set out in paragraphs B. through F.

9
10 B. Service Requirement

11 If employee has completed:	12 He shall receive:
13 2 yrs but less than 3 yrs of service	14 2 weeks severance allowance
15 3 yrs but less than 4 yrs of service	16 3 weeks severance allowance
17 <u>4 yrs but less than 5 yrs of service</u>	4 weeks severance allowance
<u>// 5 or more years of service</u>	<u>5 weeks severance allowance</u>

18
19 C. Computation and method of payment -- A week of severance
20 allowance shall be computed on the basis of the employee's regular
21 straight time hourly rate at the time of his employment interruption
22 multiplied by forty (40) hours. Severance allowances shall be paid at
23 the successive payroll periods immediately following the date
24 employment is interrupted and shall continue to be paid until the
25 employee is recalled or the severance allowance entitlement is
26 exhausted, whichever occurs sooner. Holiday pay, as outlined in
27 Article 7 of this Agreement, shall not apply when computing
28 severance pay.

29
30 D. Disallowance -- Severance allowances shall not be paid when
31 the employee:

- 32 1. is discharged for just cause, retires or resigns.
- 33 2. has his employment temporarily interrupted because of a
34 strike or picketing of Company premises, an act of God, a national
35 war emergency, revocation of the Carrier's operating certificate(s) or
36 grounding of the Carrier's aircraft by governmental order.
- 37 3. fails to exercise any seniority, bumping, or transfer rights
38 afforded him under this Agreement to remain in active service with
39 the Carrier, or accepts other employment offered by the Carrier.

40
41 E. The severance allowances provided herein shall be in addition
42 to any or all other benefits provided under this Agreement.
43
44
45

1 F. An employee who has received a severance allowance under
2 this Article and who has been recalled to work under the provisions
3 of this Agreement and whose employment is again involuntarily
4 interrupted under conditions which entitle him to severance
5 allowance shall be paid the amount specified for his total years of
6 service with the Carrier. For any employee accepting a recall to a
7 temporary job (less than sixty (60) calendar days) this paragraph will
8 not apply.
9
10

1 ARTICLE 20, RETIREMENT PLAN

2
3 A. RSSA employees hired before July 19, 2006:

4
5 1. RSSA employees hired before July 19, 2006 will be given
6 the opportunity to choose between the following options during a
7 "Retirement Choice program" election period offered to eligible
8 employees during 2007.

9
10 a. Remaining with (and accruing future service
11 under) the current MRP Retirement Program, including participation
12 in the Retirement Plan for RSSA Employees, and the current
13 matching provisions under the COPS, MRP, Dispatch 401(k) Plan
14 providing a 50% company matching contribution (in Alaska Air Group
15 stock) of up to the first 6% of participant's pre-tax contributions
16 (maximum company matching contribution is 3% of eligible
17 compensation); or

18
19 b. Freezing participation in the Retirement Plan
20 for RSSA Employees as of December 31, 2007 and becoming
21 eligible for an enhanced company contribution under the
22 COPS/MRP/Dispatch 401 (k) plan beginning January 1, 2008 that
23 will provide a company contribution of 4% of eligible compensation in
24 cash plus 50% company matching contributions in cash of up to the
25 first 4% of participant's pre-tax contributions (maximum company
26 contribution, including match, is 6% of eligible compensation).
27 Participants who choose this option will receive no additional
28 credited service in the MRP Retirement Plan after December 31,
29 2007.

30
31 B. RSSA Employees hired on or after July 19, 2006:

32
33 1. RSSA Employees hired on or after July 19, 2006 will
34 be eligible to participate in the COPS/MRP/Dispatch 401 (k) Plan
35 with the enhanced company matching contribution as described in
36 A.2. above. Those employees will not be eligible to participate in any
37 company-sponsored defined pension plan.

38
39 2. The Company shall provide a Retirement Plan for
40 employees covered by this Agreement. The Plan, which became
41 effective September 1, 1962, is amended as follows:
42

1. C. Effective March 1, 1978 and applicable only to employees
2 retiring after this date:

3
4 1. Employees participate after one (1) year of service,
5 retroactive to date of hire.

6
7 2. Effective November 30, 1992, benefits paid at retirement
8 age shall be one and four-tenths percent (1.4%) of the employees
9 basic monthly average wage, multiplied by the number of years of
10 service, per month, for service after March 1, 1968.

11
12 3. Effective March 1, 1981, for service prior to March 1,
13 1968 (excluding Alaska Coastal and Cordova) the benefit per
14 month/year of service for all classifications is \$20.00.

15
16 4. Effective January 10, 2000, for active plan participants
17 who are age fifty (50) and have twenty (20) years of anniversary
18 service with the Company as of January 1, 2000, benefits paid at
19 retirement age shall be as follows:

20
21 a. For service earned prior to January 1, 1999, the
22 monthly benefit shall be equal to one and eight-tenths percent (1.8%)
23 of the employee's "average pay" for the period of five (5) calendar
24 years beginning January 1, 1994 and ending December 31, 1998,
25 multiplied by "credited service" divided by twelve (12). ("Average
26 pay" for a calendar year will be the Participant's "basic hourly rate"
27 multiplied by 2080 hours.); and

28
29 b. For service earned after January 1, 1999, benefits
30 paid at retirement age shall be one and four-tenths percent (1.4%) of
31 the employees basic monthly average wage, multiplied by the
32 number of years of credited service earned after January 1, 1999.

33
34 5. a. "Basic Monthly Wage" shall be defined as the
35 employee's basic hourly rate of pay (including longevity) multiplied by
36 173. "Basic Monthly Average Wage" shall be defined as the average
37 of the employee's basic monthly wages during his active service with
38 the Company after March 1, 1968, or after January 1, 1999 for the
39 group described in C.4. above.

40
41 b. "Basic hourly rate" shall be the average
42 determined by dividing the participant's straight time earnings for a
43 plan year (including longevity where applicable) by the number of
44 straight time hours worked by the participant during such plan year.

1 6. Former Alaska Coastal and Cordova employees shall
2 commence their years of service effective March 1, 1968.

3
4 7. Retirement Age shall be:

5
6 a. Normal - 62 (not actuarially increased for later
7 retirement)

8
9 b. Early - 60 (actuarially reduced below 62)

10
11 c. Early with 6 months written notice - 55 (actuarially
12 reduced below 62)

13
14 8. Under no circumstances shall an employee receive a
15 benefit under this plan that is less than that he would have received
16 under the Agreement dated March 25, 1974.

17
18 D. A participant whose employment terminates for reasons other
19 than death or retirement after completion of five (5) years vested
20 service, shall be entitled to a deferred pension at retirement age.

21
22 E. It is hereby agreed that the full text of the Plan dated October
23 1, 1962 will incorporate the basic provisions herein outlined. A copy
24 of the Plan Document will be furnished District Lodge 142,
25 International Association of Machinists and Aerospace Workers, who
26 will be furnished with a copy of the annual actuarial report covering
27 the plan. It is understood that District Lodge 142, IAMAW, shall bear
28 no fiduciary responsibility under the plan.

29
30 F. Information explaining the plan will be made available to all
31 eligible employees.

32
33 G. Employees retiring may continue participating in the Group
34 Medical Plan under this Agreement for themselves and their
35 dependents at their own expense until they are eligible for Medicare.

36
37 H. Employees required to terminate their employment with the
38 Company due to physical disability shall be eligible for retirement
39 benefits on an actuarially reduced basis subject to the following
40 requirements:

41
42 1. Mental or psychological disorders, alcoholism, self-
43 inflicted injuries, or injuries sustained in the commission of a crime
44 shall not qualify.

1 2. The employee must be adjudged to be permanently
2 disabled from performing his job or any similar job within the
3 Company. If there is a dispute concerning validity of the disability
4 claim, such disability to be determined by majority vote of a panel of
5 three medical doctors; one physician to be appointed by the
6 Company, one by the Union, and the third to be jointly selected by
7 the two aforementioned physicians. The expense of the third
8 physician shall be jointly borne by the parties.
9

10 3. The employee must be fully vested as of the first day of
11 his disability. To be fully vested, an employee shall have completed
12 ten (10) years of credited service under the plan.
13

14 4. The employee shall be forty (40) years of age or older as
15 of the first day of his disability.
16
17
18

1 ARTICLE 21, GENERAL AND MISCELLANEOUS
2

3 A. If there is any change during the life of this Agreement in the
4 license(s) employees covered by this Agreement are required to
5 have, all employees affected shall be given three (3) months from
6 date of such change to obtain such licenses and there shall be no
7 change in their status or pay during said three (3) months period.
8

9 B. Service records shall be maintained for all employees by the
10 Company which may be reviewed by the employee upon request.
11 Nothing of a derogatory nature shall be entered into an employee's
12 personnel file without first giving the affected employee the
13 opportunity to sign such material and provide a copy of the material
14 to the employee. When an employee covered by this Agreement
15 leaves the Company for any reason, he will, upon request, be
16 furnished with a copy of his service record. In case of investigations
17 or hearings involving an employee's past record, the employee shall
18 be furnished, on request, a copy of his record prior to such
19 investigations or hearings.
20

21 C. All orders or notices to an employee covered by this
22 Agreement involving a transfer, promotion, lay-off or leave of
23 absence shall be given in writing. In the event of the lay-off of
24 employees who have completed their probationary period, two (2)
25 weeks notice shall be given by the Company and a copy of such
26 notice shall be furnished to the Union Shop Committee. In addition,
27 each month the Company will furnish District 142 with a list showing
28 the employees at each location in each classification.
29

30 D. Bulletin Boards will be provided by the Company in the vicinity
31 of each time clock card rack assigned to employees covered by this
32 for posting notices restricted to:

- 33 1. Notices of Union Recreational and social affairs;
- 34 2. Notices of Union elections;
- 35 3. Notices of Union appointments and results of Union
36 elections;
- 37 4. Notices of Union meetings;
- 38 5. Notices from District Lodge 142 specifically designated
39 to be posted;
- 40
- 41
- 42
- 43
- 44

1 6. There shall be no posting of material derogatory or
2 detrimental to the Company or of a political, or personal nature;

3
4 7. There shall be no other general distribution or posting by
5 the Union or employees of advertising or political matter, notice, or
6 any kind of literature upon the Company's property other than herein
7 provided.

8
9 E. Employees shall not be required to pay damages or repairs
10 occasioned by any cause beyond their control.

11
12 F. No employee shall reveal, except to proper representatives of
13 the Company, any confidential matter of the Company, or give any
14 information concerning business of the Company, which he may
15 acquire on account of his position or the nature of his employment.

16
17 G. Employees shall notify the Company in writing of their current
18 address and phone number and notify the Company of any change
19 within ten (10) days of such change.

20
21 H. Each employee covered by this Agreement shall be issued a
22 printed copy of this Agreement. The booklet shall be printed and
23 distributed within sixty (60) days of the signing of the contract. Each
24 employee will be required to sign a receipt for his copy of the
25 Agreement.

26
27 I. For security reasons, the Company may issue and require
28 employees to carry or wear Company provided identification cards or
29 badges.

30
31 J. The Company agrees to pay employees on jury duty the
32 difference between the jury pay actually received, exclusive of travel
33 expense, and normal straight-time pay which would have been
34 earned during the period of such duty. Employees selected for jury
35 duty will be assigned to day shift, not to exceed eight (8) hour work
36 days, with Saturday and Sunday off. On days when actual jury duty
37 is performed, the employee's shift start time will be considered the
38 employee's court report time. On days when the employee does not
39 have to report for jury duty, his start time will be the same as his
40 report time for jury duty, unless otherwise mutually agreed to by the
41 supervisor and employee. Weekends will commence at the //
42 beginning of the first week of jury duty. Reasonable accommodation
43 will be made prior to the beginning of jury duty to ensure legal rest
44 without loss of pay. Employees agree to return to work on those

1 days when excused from jury duty prior to midpoint of their shift with
2 the total combination of jury duty and work time not to be scheduled
3 in excess of eight (8) hours. At stations where state, county, city,
4 borough, or local courts have odd hours or irregular schedules, the
5 Company and the Shop Committee or General Chair will agree on a
6 local jury duty policy.
7

8 K. As long as the workload permits, the following elected Union
9 officials may attend regular local Union Lodge meetings which occur
10 at their station while such officials are on shift: President, Vice
11 President, Shop Committee Chairman, Financial and Recording
12 Secretaries and either one shop steward from the swing shift or
13 during periods of contract negotiations, a member of the Union
14 Negotiating Committee or a designee. Such attendance shall be
15 without loss of pay for a period of up to two (2) hours.
16

17 L. Employees' tools and tool boxes will be protected by the
18 Company at full dollar value against fire or catastrophe while on
19 Company premises, providing the employee has a current inventory
20 of tools on file with the Company.
21

22 M. Company selected free parking will be provided for employee's
23 car while at work or on field trips.
24

25 N. The Company shall have the right to inspect an employee's
26 tool box and contents from time to time.
27

28 O. The Company may utilize Vendor fueling at all present and
29 future locations to perform all fueling functions. At location where
30 Vendor fueling is not used the fueling may be done by mechanics
31 and/or Rampservice personnel.
32

33 P. The first of the month following the signing of this Agreement,
34 employees covered by this Agreement stationed at Ketchikan who
35 must commute to work by ferry from Revillagigedo Island to the
36 Airport Terminal on Gravina Island will receive a ferry pass.
37
38
39

1 ARTICLE 22, INSURANCE
2

3 A. Life Insurance - The Company shall provide a Basic Life
4 Insurance Benefit and a Basic Accidental Death and
5 Dismemberment Benefit for regular employees in accordance with
6 the following schedule. The Accidental Death and Dismemberment
7 Benefit shall be on a twenty-four (24) hour non-occupational basis.
8 The premium shall be fully paid by the Company.
9

10 Monthly Earning	11 Basic Life Insurance	12 Basic AD & D
13 Less than 800	\$15,000	\$15,000
14 800 but less than 1,000	18,000	18,000
15 1,000 but less than 1,250	22,500	22,500
16 1,250 but less than 1,500	30,000	30,000
17 1,500 but less than 1,750	37,500	37,500
18 1,750 but less than 2,000	45,000	45,000
19 2,000 or over	52,500	52,500

20
21 An employee may, at his option, increase his life insurance coverage
22 by purchasing at group rates, supplemental life and AD&D insurance
23 coverage. He may also purchase life insurance coverage for his
24 spouse and children.
25

26 B. Short Term Disability- Company-paid coverage will be
27 provided in the amount of forty percent (40%) of weekly basic
28 earnings up to a maximum of five hundred dollars (\$500.00) per
29 week. The Company shall offer an Optional Short-Term Disability
30 Plan. The cost to the employee of optional short-term coverage will
31 be determined by the Company and this amount may change from
32 year to year. The Optional Short-Term Disability plan will provide
33 benefits, in addition to Company-paid coverage, equal to twenty
34 percent (20%) of the weekly basic earnings up to a maximum benefit
35 of two hundred dollars (\$200.00) a week. All terms and conditions
36 which apply to the Company-paid Short-Term Disability Plan shall
37 apply to the Optional Short-Term Disability Plan.
38

39 C. Long Term Disability - The Company will provide for payroll
40 deductions and onsite enrollment for an LTD program. The union
41 shall determine the design of the plan, participation requirements,
42 and will select the agent and underwriter for the Plan. The cost of
43 the plan shall be borne by the employees. The union shall have the

1 opportunity to offer an onsite enrollment subject to coordination with
2 the appropriate operational area and payroll.
3

4 D. Health Care Benefits - The Company shall offer each active
5 eligible employee and his/her eligible dependents a medical,
6 prescription drug, dental and vision plan subject to employee
7 contributions. The plans and terms of coverage shall be the same as
8 the plans offered to management employees, subject to the following
9 minimum terms and benefits:

10 1. Participation

11 a. Eligibility: All active regular full time
12 employees, and active regular part-time employees, who regularly
13 work // 20 or more hours per week, their spouse and dependents up
14 to age // 26.
15
16

17 b. Enrollment: Effective the first day of the month
18 following one (1) month of active Company service provided the
19 employee is on active status on that date.
20

21 c. Discontinuance: Last day of month in which the
22 employee is no longer on the payroll (except for employees on
23 Workers' Compensation as stated in D.1.d below).
24

25 d. Employees on Workers' Compensation who
26 have expended all injury leave and sick leave as set forth in Article
27 14, paragraph D., occupational injury, shall have their group
28 insurance (medical/dental/vision and life) premiums paid by the
29 Company for a period of ninety (90) days subsequent to the
30 expiration of their injury and sick leave benefits. After the above
31 coverage has been expended, the Life Insurance may be converted
32 to an individual plan within thirty (30) days and Medical/Dental/Vision
33 coverage may be continued under COBRA provisions. Employees
34 on leave of absence (including medical leave) or layoff may elect to
35 continue their Group Medical/Dental/Vision benefits and Life
36 Insurance coverage by paying to the Company the monthly premium
37 covering the cost of such coverage according to COBRA but not less
38 than a period of up to three (3) months.
39
40

- 1 2. Contributions
2
3 a. For Plan Year 2013 //, employee contributions for
4 the PPO plan will be no more than 19% of the total premium.
5
6 b. For Plan Year 2014 //, employee contributions will
7 be no more than 20% of the total premium.
8
9 c. For Plan Year 2015 //, employee contributions will
10 be no more than 21% of the total premium.
11
12 d. For Plan Year 2016 // and extending beyond the
13 amendable date, employee contributions for the PPO will be at 22%
14 of the total premium.
15
16 e. // For all years the annual increase will be no more
17 than 15% higher than the prior year's employee contributions until
18 the 22% is achieved.
19
20 f. // Upon reaching the 22% maximum, subsequent
21 annual increases will be no more than 10% higher than the prior
22 year's contribution.
23
24 g. The Company will contribute the same amount
25 towards the funding of any applicable HMO as it contributes to the
26 same tier of coverage for the PPO plan.
27
28
29 3. PPO Benefit Levels - Effective January 1, 2013, co-pays,
30 deductibles and other terms under the PPO health care plan will be
31 fixed at the following levels:
32
33 a. In-network physician visit co-pay // \$20; Plan pays
34 remainder of the covered physician charges (no deductible).
35 Ancillary services in-network are covered at 80% (after deductible).
36 Plan pays 60% of // reasonable and customary covered charges for
37 out-of-network providers (after deductible).
38

1 b. Annual Deductibles:

2
3 Individual In- network: \$250.00
4 Family In-network \$500.00
5 Individual Out of Network: \$350.00*
6 Family Out of Network \$700.00*

7 * If an in-network provider is available.
8

9 c. Annual Out of Pocket Max:

10
11 Individual In- network: \$1500.00
12 Family In-network \$3000.00
13 Individual Out of Network \$3000.00*
14 Family Out of Network \$6000.00*

15 * If an in-network provider is available.
16

17 d. Emergency room co-pay: \$75 per visit.

18
19 e. Prescription Drug Co-pays:

20 Retail (30-day supply):

21 Generic – \$10

22 Formulary Brand Name - \$25

23 Non-Formulary Brand Name – 50% (with min. \$40/
24 Max. \$100)

25
26 Mail Order (90-day supply):

27 Generic – \$20

28 Formulary Brand Name - \$50

29 Non-Formulary Brand Name – 50% (with min. \$80/
30 Max. \$200)

31
32 f. Co-insurance:

33 In-network – 80%

34 Out-of-network – 60%*

35 * If an in-network provider is available.
36

37 //

38
39 g. Expenses for spinal manipulation shall be limited
40 to two hundred dollars (\$200) per person per calendar year.

41
42 h. Hearing Aid Expenses: Limited to three hundred
43 dollars (\$300) per person per two years.
44

1 i. // A high Deductible PPO plan will be offered as an
2 option, with the same plan coverage and at the same monthly
3 employee cost, as offered to management employees.

4
5 4. Dental Summary

6 a. Deductible: Twenty-five dollars (\$25.00) per
7 individual, fifty dollars (\$50.00) per family unit, per calendar year.

8
9 b. Co-Insurance: Plan pays 80% of usual and
10 customary charges, including prosthetics and periodontal procedures.
11 Starting in 2015 the plan pays 100% of usual and customary charges
12 for diagnostic and preventive services, 80% for restorative, and 50%
13 for major procedures.

14
15 c. Maximum: Up to // \$1750 per individual per
16 calendar year.

17
18 d. Orthodontistry: Maximum of \$2,000 lifetime per
19 individual with separate \$100 lifetime deductible and 80% of
20 reasonable and customary charges paid by the Plan.

21
22 5. Vision Summary

23
24 a. One examination in a twelve month period;//
25 subject to a copay of \$20 if provided by a VSP network provider. The
26 plan will provide reimbursement up to \$45 for an exam provided by a
27 non-network provider.

28
29 b. The plan // will provide coverage for lenses and
30 frames as follows:

31
32 Lenses:

33 Network - One pair every 12 months, subject to
34 \$20 copay.

35 Non-network - \$45 reimbursement every 12
36 months, subject to allowance (\$25 single vision,
37 \$45 bifocal, \$61 trifocal)

38
39 Contacts:

40 Network - \$75 reimbursement every 12 months

41 Non-network - \$45 reimbursement every 12
42 months

1 Medically necessary – network covered in full (with
2 VSP approval) once every 12 months; non-
3 network, reimbursed up to \$101

4
5 Frames:

6 Network - \$150 reimbursement every 24 months

7 Non-network - \$90 reimbursement every 24
8 months

9
10 6. When both a husband and wife work for the Company
11 and both have elected to be covered, there shall be coordination of
12 medical/dental and vision benefits for the spouses and eligible
13 dependents if they are enrolled in both employees' coverage.

14
15 E. Savings Accounts - The Company will offer the same tax
16 qualified Health Care and/or Dependent Daycare savings accounts
17 as are offered to management employees.

18
19 F. Retiree Health Care - Employees retiring may continue
20 participating in the Group Medical Plan under this Agreement for
21 themselves and their dependents at their own expense until they are
22 eligible for Medicare. If a plan participant retires on or after age 62,
23 he/she will be allowed to use up to 50% of the value of their sick
24 leave balance at the time of their retirement to pay for 50% of their
25 monthly retiree health care premiums. Upon termination of
26 employment, the retiree will have a one-time option to elect to
27 convert 50% of their sick leave balance (hours) times their current
28 hourly pay rate into a "bank" from which the company will credit 50%
29 of the monthly premium for the retiree's (and eligible dependents')
30 health care coverage until that "bank" is exhausted, or until the
31 retiree (or eligible dependents) are no longer eligible for retiree
32 health care, whichever comes first. If the 50% sick leave "bank" is
33 exhausted prior to the retiree (or eligible dependents) reaching
34 Medicare eligibility, the retiree may continue retiree medical
35 coverage until he or she is no longer eligible by paying the full
36 monthly premium.

1 ARTICLE 23, WAGE RULES
2

3 A. The minimum hourly rates set forth on Schedule A, attached
4 hereto and made a part of this Agreement shall prevail on and after
5 November 1, 1981, and subject to change on successive dates as
6 specified in said schedule.
7

8 B. No employee shall suffer any reduction in hourly rate as a
9 result of this Agreement, and nothing in this Agreement shall be
10 construed to prevent increases in individual rates or classifications
11 over and above the minimum specified.
12

13 C. Employees shall be paid on alternate Fridays during their
14 regular working hours. The payment on such Fridays shall include
15 all wages due through the second preceding Friday. Swing shift
16 employees shall receive their pay at the end of their shift which
17 commences on Thursday.
18

19 D. Should the regular payday fall on a holiday recognized by this
20 Agreement, employees will be paid on the day preceding such
21 holiday.
22

23 E. Pay checks will include a statement of all wages and
24 deductions made for the pay period. All retroactive Cost of Living or
25 general wage increase adjustments reflected in a paycheck will be
26 accompanied by an explanatory sheet giving description, hours and
27 rate applied to the adjustment.
28

29 F. Employees leaving the service of the Company will be given
30 their final check within forty-eight (48) hours after final clearance at
31 points where payroll offices are located or mailed within seventy-two
32 (72) hours at other points, or earlier when possible, exclusive of
33 Saturdays, Sundays and holidays.
34

35 G. Employees working in a higher classification shall be paid the
36 rate of pay for that classification for all time worked and when on a
37 regular shift will be paid as such for the entire shift. Employees
38 temporarily upgraded to a higher classification may be returned to
39 work in the lower classification when no longer required in the higher
40 classification. Employees working in a lower classification will
41 continue to receive their higher rate of pay unless demoted through a
42 force reduction as set forth in Article 9, Paragraph J.
43

1 H. Where there is a shortage equal to one-half day's pay or more
2 in the pay of an employee, and such shortage is the result of a
3 Company error, a special check will be issued at the Company's
4 General Offices by the Company within four (4) accounting working
5 days after notification to the Company regarding the shortage. The
6 special check will be sent to the employee's attention at his station
7 by the fastest possible means (e.g., Gold Streak or employee pick up
8 at Payroll).

9
10 I. When an employee under this Agreement moves from a lower
11 classification to a higher classification, the employee shall be
12 assigned the base hourly rate of pay in the higher classification
13 which is equal to his rate of pay in the lower classification. If no such
14 equal rate exists, the employee shall receive the next higher rate in
15 the higher classification. Thereafter, the employee will progress on
16 the pay scale accordingly.

17
18 J. Effective // July 7, 2012, leads will be paid a premium of one
19 dollar and // fifty cents (\$1.50) per hour. For pay purposes, this shall
20 be considered as part of the basic rate for calculations.

21
22 K. This will confirm our agreement that all current employees
23 successfully bidding to the state of Alaska, on or before January 15,
24 1993 will be eligible to receive the Alaska differential. Also,
25 employees currently receiving the Alaska differential, who are
26 involuntarily required to relocate to the Lower 48, shall maintain their
27 eligibility for the Alaska differential in the event they are subsequently
28 successful in returning to Alaska. Those employees hired prior to
29 March 31, 1985 are grandfathered at the three dollars and twenty-
30 three cents (\$3.23) per hour differential and those employees hired
31 on or after March 31, 1985 but prior to November 30, 1992 shall be
32 grandfathered at the two dollar and thirty-nine cents (\$2.39) per hour
33 differential. For pay purposes, this shall be considered as part of the
34 basic rate for calculations.

35
36 L. When an employee has been designated as a non-
37 management trainer, he will receive one dollar and twenty-five cents
38 (\$1.25) per hour as a trainer premium, pursuant to Article 12. For
39 pay purposes, this shall be considered as part of the basic rate for
40 calculations.

41
42 M. Article 26 lists the pay progression steps under this labor
43 agreement for all classifications. For purposes of progressing onto
44 the next pay step in Article 26, an employee will reach the next pay

1 step by reaching his anniversary date within his classification. This
2 wage increase anniversary date will be adjusted for any periods
3 when the employee is off payroll status for ninety (90) days or longer
4 except:

5
6 Employees on Military Leaves and Union Business Leaves will not
7 be subject to the 90 day calendar limit for purposes of wage
8 progression
9

10 N. All Ramp & Stores employees at the Yakutat, Cordova, Nome,
11 Kotzebue and Barrow stations, shall receive a location differential,
12 which at the contractual wage start rate will be five dollars and fifty
13 cents (\$5.50) per hour. This differential will be reduced by .25 cents
14 (\$.25) per hour at each step beginning at step two and will be three
15 dollars and twenty-five cents (\$3.25) per hour at the tenth (10th),
16 eleventh (11th) and twelfth (12th) steps, which is in addition to any
17 other differential. For pay purposes, this shall be considered as part
18 of the basic rate for calculations.
19

20 O. All Ramp /Stores employees at Oakland, San Francisco and
21 San Jose shall receive a two dollar (\$2.00) per hour location
22 differential. When an employee transfers out of these stations, s/he
23 shall revert to the appropriate rate of pay for his classification under
24 this Agreement.
25

26 P. An employee required to perform a Hazwoper Spill Clean Up
27 shall receive a pay premium of four dollars (\$4.00) per hour for all
28 time physically accomplishing the clean up and related paperwork.
29 The following items are excluded from this paragraph: fuel, hydraulic
30 fluid, grease, engine oil and lavatory service fluid (contaminated and
31 non-contaminated). Risk Management will be responsible for
32 determining the appropriate method to clean up a Hazwoper spill
33 (i.e., in house or specialized biohazard agency).
34

35 Q. Employees under the RSSA agreement shall continue to
36 participate in the Performance Based Pay (PBP) Plan as outlined in
37 the approved plan.
38

39 // No later than thirty days (30) days after date of signing, a long term
40 contract incentive payment of one thousand dollars (\$1000) will be
41 paid to all employees on the active payroll as of date of signing or to
42 employees on a leave of absence, on date of signing, upon the
43 return to the active payroll. In addition, on or about January 1, 2016,
44 a long term contract incentive payment of one thousand dollars

1 (\$1000) will be paid to all employees on the active payroll as of that
2 date or to employees on a leave of absence, as of that date, upon
3 the return to the active payroll.

4
5 1. Effective July 7, 2012, the pay scales will be amended by
6 increasing the pay steps by 2.5%.

7
8 2. Effective June 1, 2013, they pay scales will be amended by
9 increasing the pay steps by 1.5%.

10
11 3. Effective June 1, 2014, the pay scales will be amended by
12 increasing the pay steps by 1.5%.

13
14 4. Effective June 1, 2015, the pay scales will be amended by
15 increasing the pay steps by 1.5%.

16
17 5. Effective June 1, 2016, the pay scales will be amended by
18 increasing the pay steps by 1.5%.

19
20 6. Effective June 1, 2017, the pay scales will be amended by
21 increasing the pay steps by 1.5%.

22
23 R. The Company will provide an option for employees to
24 voluntarily sign up for payroll deductions to the Machinists Non-
25 Partisan Political league (MNPL) and the Guide Dogs of America.
26

1 ARTICLE 24, SAVINGS CLAUSE

2
3 Should any part or provision of this Agreement be rendered
4 invalid by reason of any existing or subsequently enacted legislation,
5 such invalidation of any part or provision of this Agreement shall not
6 invalidate the remaining portions thereof and they shall remain in full
7 force and effect. In the event of any invalidation, either party may,
8 upon thirty (30) days notice, request negotiations for modification or
9 amendment of this Agreement with regard to only the invalidated
10 parts or provisions directly or indirectly affected.
11

1 ARTICLE 25, EFFECTIVE DATE AND DURATION
2

3 Except as may otherwise be stated, all provisions of this
4 Agreement shall become effective // July 19, 2012, and shall remain
5 in full force for the period ending // July 19, 2018 and shall
6 automatically be renewed under the same terms and conditions for
7 consecutive yearly periods thereafter unless notice of intended
8 change is served as provided herein and in accordance with Title I,
9 Section 6 of the Railway Labor Act. Either party desiring to amend
10 or modify any provision of this Agreement shall serve notice in
11 writing on the other party at least // Twelve (12) months but not more
12 than// Thirteen (13) months (between // June 19, 2017 and // July
13 19, 2017) preceding // July 19, 2018 or // July 19 of any year
14 thereafter; specifically mentioning any amendments or modifications
15 desired, and no other provisions of this Agreement shall be affected
16 by such notice, except to the extent that other provisions must be
17 revised to conform with the amendments or modifications agreed
18 upon. When any notice of desired amendment or modifications of
19 any provisions hereof is served, the parties hereto shall meet within
20 thirty (30) days from receipt of said notice to negotiate concerning
21 such desired amendments or modifications. If an Agreement has not
22 been reached by // April 19, 2018, the parties will jointly petition the
23 National Mediation Board for mediation services.
24

25 IN THE WITNESS WHEREOF, the parties hereto have signed this
26 RSSA Collective Bargaining Agreement this 6th day of September,
27 2012
28

29 **WITNESS:**
30 s/Bob Hartnett
31 s/Todd Sproul
32 s/Torque Zubeck
33 s/Greg Mays
34 s/Sonia Alvarado
35 s/Carrie Workman
36

FOR ALASKA AIRLINES, INC
s/Shane Tackett
Shane Tackett
Vice President – Labor Relations

37 **WITNESS:**
38
39
40 s/Jeff Tobius
41 s/Roger Clark
42 s/Jeff Lemon
43 s/Jason McAdoo
44

**FOR THE INTERNATIONAL
ASSOCIATION OF MACHINISTS &
AEROSPACE WORKERS**
s/Tom Higginbotham
Tom Higginbotham
President – Directing General Chairperson
IAMAW District #142

1 ARTICLE 26, SCHEDULE A

2
3 Effective July 19, 2012:

4
5 RAMP SERVICE AGENT
6 BASE RATES FOR DURATION OF AGREEMENT
7

Steps	7/19/2012	6/1/2013	6/1/2014	6/1/2015	6/1/2016	6/1/2017
Start	\$10.41	\$10.57	\$10.73	\$10.89	\$11.05	\$11.22
Step 1	\$10.90	\$11.06	\$11.23	\$11.40	\$11.57	\$11.74
Step 2	\$11.42	\$11.59	\$11.76	\$11.94	\$12.12	\$12.30
Step 3	\$11.95	\$12.13	\$12.31	\$12.49	\$12.68	\$12.87
Step 4	\$12.53	\$12.72	\$12.91	\$13.10	\$13.30	\$13.50
Step 5	\$13.12	\$13.32	\$13.52	\$13.72	\$13.93	\$14.14
Step 6	\$13.76	\$13.97	\$14.18	\$14.39	\$14.61	\$14.83
Step 7	\$14.40	\$14.62	\$14.84	\$15.06	\$15.29	\$15.52
Step 8	\$15.09	\$15.32	\$15.55	\$15.78	\$16.02	\$16.26
Step 9	\$15.80	\$16.04	\$16.28	\$16.52	\$16.77	\$17.02
Step 10	\$16.55	\$16.80	\$17.05	\$17.31	\$17.57	\$17.83
Step 11	\$17.34	\$17.60	\$17.86	\$18.13	\$18.40	\$18.68
Step 12	\$23.08	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87

8
9
10 For pay purposes, Lead and Trainer premium, Alaska differential,
11 Arctic differential and longevity are considered part of the basic rate
12 for calculations.

13
14 Six-month rate to 2nd step is six months, thereafter increases will be
15 based on calendar years.
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STORES AGENT
BASE RATES FOR DURATION OF AGREEMENT

Steps	7/19/2012	6/1/2013	6/1/2014	6/1/2015	6/1/2016	6/1/2017
Start	\$11.15	\$11.32	\$11.49	\$11.66	\$11.83	\$12.01
Step 1	\$11.70	\$11.88	\$12.06	\$12.24	\$12.42	\$12.61
Step 2	\$12.24	\$12.42	\$12.61	\$12.80	\$12.99	\$13.18
Step 3	\$12.83	\$13.02	\$13.22	\$13.42	\$13.62	\$13.82
Step 4	\$13.43	\$13.63	\$13.83	\$14.04	\$14.25	\$14.46
Step 5	\$14.06	\$14.27	\$14.48	\$14.70	\$14.92	\$15.14
Step 6	\$14.73	\$14.95	\$15.17	\$15.40	\$15.63	\$15.86
Step 7	\$15.43	\$15.66	\$15.89	\$16.13	\$16.37	\$16.62
Step 8	\$16.17	\$16.41	\$16.66	\$16.91	\$17.16	\$17.42
Step 9	\$16.92	\$17.17	\$17.43	\$17.69	\$17.96	\$18.23
Step 10	\$17.75	\$18.02	\$18.29	\$18.56	\$18.84	\$19.12
Step 11	\$18.57	\$18.85	\$19.13	\$19.42	\$19.71	\$20.01
Step 12	\$23.80	\$24.16	\$24.52	\$24.89	\$25.26	\$25.64

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For pay purposes, Lead and Trainer premium, Alaska differential, Arctic differential and longevity are considered part of the basic rate for calculations.

Six-month rate to 2nd step is six months, thereafter increases will be based on calendar years.

1 Effective July 19, 2012:

2

3 ARCTIC SCALES (Base Rate plus Differential)

4 RAMP SERVICE AGENT

5 BASE RATES FOR DURATION OF AGREEMENT

6

Steps	7/19/2012	6/1/2013	6/1/2014	6/1/2015	6/1/2016	6/1/2017
Start	\$15.91	\$16.07	\$16.23	\$16.39	\$16.55	\$16.72
Step 1	\$16.40	\$16.56	\$16.73	\$16.90	\$17.07	\$17.24
Step 2	\$16.67	\$16.84	\$17.01	\$17.19	\$17.37	\$17.55
Step 3	\$16.95	\$17.13	\$17.31	\$17.49	\$17.68	\$17.87
Step 4	\$17.28	\$17.47	\$17.66	\$17.85	\$18.05	\$18.25
Step 5	\$17.62	\$17.82	\$18.02	\$18.22	\$18.43	\$18.64
Step 6	\$18.01	\$18.22	\$18.43	\$18.64	\$18.86	\$19.08
Step 7	\$18.40	\$18.62	\$18.84	\$19.06	\$19.29	\$19.52
Step 8	\$18.84	\$19.07	\$19.30	\$19.53	\$19.77	\$20.01
Step 9	\$19.30	\$19.54	\$19.78	\$20.02	\$20.27	\$20.52
Step 10	\$19.80	\$20.05	\$20.30	\$20.56	\$20.82	\$21.08
Step 11	\$20.59	\$20.85	\$21.11	\$21.38	\$21.65	\$21.93
Step 12	\$26.33	\$26.68	\$27.03	\$27.39	\$27.75	\$28.12

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9 For pay purposes, Lead and Trainer premium, Alaska differential,
10 Arctic differential and longevity are considered part of the basic rate
11 for calculations.

12

13 Six-month rate to 2nd step is six months, thereafter increases will be
14 based on calendar years.

15

16

1 Effective July 19, 2012:

2

3 ARCTIC SCALES (Base Rate plus Differential)

4 STORES AGENT

5 BASE RATES FOR DURATION OF AGREEMENT

Steps	7/19/2012	6/1/2013	6/1/2014	6/1/2015	6/1/2016	6/1/2017
Start	\$16.65	\$16.82	\$16.99	\$17.16	\$17.33	\$17.51
Step 1	\$17.20	\$17.38	\$17.56	\$17.74	\$17.92	\$18.11
Step 2	\$17.49	\$17.67	\$17.86	\$18.05	\$18.24	\$18.43
Step 3	\$17.83	\$18.02	\$18.22	\$18.42	\$18.62	\$18.82
Step 4	\$18.18	\$18.38	\$18.58	\$18.79	\$19.00	\$19.21
Step 5	\$18.56	\$18.77	\$18.98	\$19.20	\$19.42	\$19.64
Step 6	\$18.98	\$19.20	\$19.42	\$19.65	\$19.88	\$20.11
Step 7	\$19.43	\$19.66	\$19.89	\$20.13	\$20.37	\$20.62
Step 8	\$19.92	\$20.16	\$20.41	\$20.66	\$20.91	\$21.17
Step 9	\$20.42	\$20.67	\$20.93	\$21.19	\$21.46	\$21.73
Step 10	\$21.00	\$21.27	\$21.54	\$21.81	\$22.09	\$22.37
Step 11	\$21.82	\$22.10	\$22.38	\$22.67	\$22.96	\$23.26
Step 12	\$27.05	\$27.41	\$27.77	\$28.14	\$28.51	\$28.89

6

7

8 For pay purposes, Lead and Trainer premium, Alaska differential,
9 Arctic differential and longevity are considered part of the basic rate
10 for calculations.

11

12 Six-month rate to 2nd step is six months, thereafter increases will be
13 based on calendar years.

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1 ARTICLE 27, SHIFT DIFFERENTIAL
2

3 A. Employees covered by this Agreement shall receive multiple
4 shift differential of fifty-one (51) cents per hour for second shift or a
5 fifty-eight (58) cents per hour for the third shift when they work these
6 shifts as defined in Article 5.
7

8 B. An employee who works a relief schedule and who is
9 scheduled to work two or more starting times during a work week will
10 be paid multiple shift differential of sixty-one (61) cents per hour for
11 all hours worked during any work week in which he works such
12 schedule.
13

14 C. Shift differential is part of the wage rate and, therefore, shall be
15 included in the computation of pay for hours of overtime, holidays
16 worked, and Company paid industrial accident compensation
17 wherein the Company pays the difference between the statutory
18 compensation and normal pay; shift differential shall not apply to sick
19 leave, holiday not worked, vacations, severance pay, jury duty, etc.
20
21

1 ARTICLE 28, LONGEVITY ALLOWANCE

2
3 All employees covered by this Agreement shall receive, as a
4 length of service adjustment after five (5) years of employment, an
5 additional two (\$.02) cents per hour each year, to a maximum of
6 fifteen (15) years (twenty [20] cents.) This bonus is part of the wage
7 rate and, therefore, shall be included in the computation of pay for
8 hour of overtime, holidays, vacation, sick leave, etc.
9

1 ARTICLE 29, UNION SHOP AND DUES CHECK-OFF
2

3 A. All employees subject to this Agreement shall become
4 members of the Union within sixty (60) days after date of
5 employment and shall thereafter maintain such membership in good
6 standing as a condition of employment. The employer will, within
7 seven (7) working days after receipt of notice from the Union, give
8 any employee a discharge notice who is not in good standing in the
9 Union as required by this provision.

10
11 B. Upon receipt by the Company of a signed authorization to the
12 Union of initiation fees, dues and assessments payable to the Union,
13 the Company will deduct from the employee's initial check each
14 month such initiation fees, dues and assessments, as are uniformly
15 required as a condition for acquiring or retaining membership. This
16 assignment shall be revocable by the employee through written
17 notice after the expiration of one (1) year, such notice to be sent in
18 duplicate by certified or registered mail to the District Secretary-
19 Treasurer of the Union, or upon the termination date of the Collective
20 Bargaining Agreement, whichever occurs sooner. Such deduction
21 for membership dues or assessments will be subject to change upon
22 receipt by the Company of a written certification by the
23 President/Directing General Chair of District Lodge 142 that such
24 initiation fees, dues, or assessments, have been duly changed and
25 specifying the amount thereof.
26

27 C. Deductions provided for in the preceding paragraph shall be
28 remitted to the Secretary-Treasurer, District 142, International
29 Association of Machinists and Aerospace Workers AFL-CIO no later
30 than the end of the month in which the deductions were made. The
31 Company shall furnish the Union each month with two (2) copies of a
32 record of those for whom deductions have been made and the
33 amounts of the deductions. The parties agree that check-off
34 authorization shall be in the form which shall be prepared and
35 furnished by the Union.
36

37 D. In the event that the Union requires the discharge of an
38 employee for non-membership or lack of good standing in the Union,
39 the Union may be required to supply a qualified replacement within
40 sixty (60) days. The non-Union employee shall not be discharged
41 until the replacement is available. The Union does hereby agree to
42 indemnify the Company for any and all expenses of defense and
43 judgment liability incurred by the Company by reason of the

1 discharge of an employee at the Union's request pursuant to this
2 action.

3
4 E. The Union shall indemnify and hold the Company harmless for
5 any time or wage claims for any employees discharged by the
6 Company or for any dues deduction changes pursuant to a written
7 order by an authorized Union representative. The Company agrees
8 that the Union shall maintain the exclusive right to defend, settle,
9 mitigate damages, litigate and/or take whatever action is necessary
10 or it deems proper with respect to a person who sues the carrier
11 under the Railway Labor Act, through attorneys of its own choosing
12 and at its own discretion, but, in any event, if the carrier unilaterally
13 determines that it desires attorneys to represent it in defense of such
14 actions, it shall do so at its own cost and not at the cost of the Union.
15 It is further agreed that the carrier shall promptly notify the Union of
16 any such action when and if filed and the Union shall, at its own
17 option, defend such actions and/or settle under the circumstances
18 above described.

1 ARTICLE 30, LETTERS OF AGREEMENT
2

3 This agreement shall succeed and take precedence over all
4 Agreements, Supplemental Agreements, Amendments, Letters of
5 Understanding and any similar related documents executed between
6 the Company and the Union heretofore, except the following
7 documents listed below. Any such agreements between the parties
8 signed during the term of this Agreement shall be printed in the same
9 size as the Agreement booklet and be issued to each employee
10 under this Agreement.
11

- 12 Letter of Agreement #1 - // Contract Service Lead
- 13 Letter of Agreement #2 - Military Charters
- 14 Letter of Agreement #3 - "COPS" Utilization
- 15 Letter of Agreement #4 - Lead Utilization
- 16 Letter of Agreement #5 - Prudhoe Bay
- 17 Letter of Agreement #6 - Chemical Dependency
- 18 Letter of Agreement #7 - // Station Agent
- 19 Letter of Agreement #8 - // Health and Wellness
- 20 Letter of Agreement #9 - // Electronic Preference Bidding
- 21 Letter of Agreement #10 - Expedited Arbitration
- 22 Letter of Agreement #11 - Cross Utilization
- 23 Letter of Agreement #12 - Grievance Backlog
- 24 Letter of Agreement #13 - // Working Together
- 25 Letter of Agreement #14 - // Job Protection
- 26
- 27

1 LETTER #1

2
3 Letter of Agreement
4 Between
5 Alaska Airlines, Inc.
6 And
7 The International Association of Machinists
8 And Aerospace Workers
9 For
10 Ramp Service and Stores Agents

11
12 Contract Service Lead

13
14 This Letter of Agreement is made and entered in accordance with
15 the provisions of Title II of the Railway Labor Act as amended, by
16 and between Alaska Airlines, Inc. (the "Company") and the Ramp
17 Service and Stores employees in the service of the Company (the
18 "employees") as represented by the International Association of
19 Machinists and Aerospace Workers (IAMAW).

20
21 This will serve to establish the duties, pay and protections for a
22 Contract Service Lead.

23
24 Duties include, but are not limited to the duties of a Lead Ramp
25 Service Agent and/or Lead Stores Agent, the preparation and filing of
26 documents and the oversight of operational performance, examining
27 and coding invoices for payment, representing Alaska Airlines in
28 required meetings with Airport, Vendor, partner and business
29 meetings. In addition, the Contract Service Lead will act as a
30 Supervisor responsible for supervising Customer Service, Ramp,
31 Operations, and Cargo Functions; oversee ticketing,
32 enplaning/deplaning activities, customer relations, passenger
33 security, internal security, load planning, weight/balance, baggage
34 handling procedures, servicing and implementing plans and
35 schedules to assure the availability of equipment; investigate and
36 report delays and irregular flight activity determining solutions for
37 how to avoid such delays in the future; involvement in customer
38 relations including passenger complaints, Lost and Found, and
39 special passenger arrangements and ensure company passenger
40 service standards are maintained or exceeded, and other duties as
41 deemed appropriate (in bid locations where permanent Alaska
42 Airlines RSSA members are not assigned). The Contract Service

1 Lead will not be responsible for Alaska Airlines employment
2 decisions and/or the administration of discipline.

3
4 The selection process shall consider the bidder's qualifications and
5 seniority in classification or with the Company, the selection and de-
6 selection of candidates for the duties and responsibilities described
7 herein will be solely at the discretion of the Company.

8
9 Any Contract Service Lead who determines (within 90 calendar days
10 of his/her first day of work as a Contract Service Lead) that s/he is
11 unable to cope with the working conditions and/or physically unable
12 to do the work will be required to return to their previous position by
13 exercising seniority under RSSA contract Article 9.J and its
14 subparagraphs.

15
16 Contract Service leads will be compensated at \$4.25/hour
17 differential. The Contract Service Lead differential will be paid above
18 the base classification (e.g., Stores Agent, Ramp Service Agent.)
19 and will become part of the Contract Service Lead's base pay for
20 sick leave, vacation, overtime, etc.

21
22
23
24 FOR ALASKA AIRLINES, INC.

25
26 s/Shane Tackett
27 Vice President - Labor Relations

28
29 s/Todd Sproul
30 Managing Director, Customer Service - Airports

31
32 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
33 AEROSPACE WORKERS

34
35 s/Tom Higginbotham
36 President – Directing General Chairperson

37
38 s/Jeff Tobius
39 General Chairperson

1 LETTER #2

2
3 LETTER OF AGREEMENT

4
5 ALASKA AIRLINES INCORPORATED
6 and the
7 INTERNATIONAL ASSOCIATION OF MACHINISTS AND
8 AEROSPACE WORKERS
9

10 hereby agree that:

11
12 1. The employees will continue to provide mechanic and
13 other required services in connection with all military traffic which the
14 Company carries for the United States Government even though any
15 or all of such employees withdraw from commercial airline service
16 because of unresolved labor disputes, including disputes arising out
17 of the contract termination date.

18
19 2. Pay and other benefits for employees providing services
20 within respective classifications in connection with military traffic
21 carried for the United States Government, pursuant to Paragraph 1
22 hereof, will:

23
24 (a) for any period prior to the opening date of the
25 contract between the parties be governed by the then existing
26 contract unless modified by agreement of the parties, and,

27
28 (b) after the opening date of the contract be governed
29 by either the contract that existed at or prior to the said labor dispute
30 or the contract negotiated as a settlement of such dispute, whichever
31 is more beneficial to the employees.

32
33 3. To assure the movement of a particular flight under such
34 circumstances, the Union will require certification by an appropriate
35 Company-operating official designated by the Company for such
36 purpose that such flight is in accordance with the specifications set
37 forth in paragraph 1 above and will be exclusively for military flights
38 deemed essential to the national defense.

39
40 4. This understanding constitutes an amendment and
41 modification of the Collective Bargaining Agreement between the
42 parties hereto and, notwithstanding, any other provisions of said
43 Collective Bargaining Agreement shall run concurrent with the
44 Agreement except that it shall terminate on January 1, 1985 unless

1 extended during negotiations by mutual agreement between the
2 parties.
3

4 Signed this 21st day of December, 1981.
5

6 FOR INTERNATIONAL ASSOCIATION OF
7 MACHINISTS AND
8 AEROSPACE WORKERS
9

FOR ALASKA AIRLINES, INC.

10
11 s/Guy K. Cook
12 s/Walter Fitzgibbon
13 s/John L. Minnich
14 s/Ronald G. Locke
15 s/Robert G. Nisson
16

s/Robert E. Gray
s/Daniel Casey
s/Robert A. Eldridge
s/Thomas W. Dezutter

1 LETTER #3

2
3 LETTER OF AGREEMENT

4 between

5 ALASKA AIRLINES, INC.

6 and

7 INTERNATIONAL ASSOCIATION OF MACHINISTS

8 AND AEROSPACE WORKERS

9
10
11 The Company may utilize employees covered by the
12 "C.O.P.S." contract to perform ramp service functions at Petersburg,
13 Wrangell and Glacier Bay, and may utilize ramp service employees
14 covered by the "Ramp and Stores Agent" contract to perform work
15 covered by the "C.O.P.S." contract at Cordova and Yakutat. When
16 there are six (6) or more full time (or equivalent) hourly rated
17 employees at any of the above stations, additional employees hired
18 into the station shall be covered by the Agreement not in effect upon
19 signing at that location, however, the employees may continue to
20 perform the functions covered under both Agreements.

21
22 At small stations (four or less daily departures), the COPS
23 and/or ramp service employees, shall perform all work functions (e.g.
24 A CSA may load baggage and a rampserviceman may board
25 passengers).

26
27 No employees shall be furloughed to achieve the above
28 procedure, nor shall C.T.O.'s be included within a station for this
29 purpose.

30
31 Signed this 3rd day of June, 1985.

32
33 WITNESS: FOR ALASKA AIRLINES, INC.

34
35 s/Robert A. Eldridge s/Robert E. Gray
36 s/Thomas W. Dezutter Robert E. Gray
37 Sr. V. P./Industrial Relations

38
39 WITNESS: FOR INTERNATIONAL
40 ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

41
42 s/Benedict A. Robbins s/Charles D. Easley
43 s/Thomas M. Gibbs s/Frank H. Schlais

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LETTER #4

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

WHEREAS, it is in the mutual interest of both the Company and the Union to avoid confusing or contradictory instructions, assignments or directives to employees covered by this Agreement;

IT IS HEREBY AGREED AND UNDERSTOOD, that leads and management personnel shall cooperate, and whenever a lead is on duty, management personnel shall make every reasonable effort to work through the lead and to keep him informed so that he will have full knowledge of the utilization of the crew.

Signed this 28th day of April, 1976.

WITNESS:

FOR ALASKA AIRLINES, INC.

s/Kenneth F. Skidds s/Robert E. Gray
s/E. R. Schnebele Vice President Industrial Relations
s/Robert A. Eldridge

WITNESS: FOR INTERNATIONAL
ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

s/Harold J. Plaster s/Ron G. Rice
s/Vernon M. Christopherson s/Gary R. Carbone

1 LETTER #5

2
3 LETTER OF AGREEMENT

4 between

5 ALASKA AIRLINES, INC.

6 and

7 INTERNATIONAL ASSOCIATION OF MACHINISTS

8 AND AEROSPACE WORKERS

9 for

10 Mechanics, Ramp Service & Related Crafts

11 at

12 PRUDHOE BAY, ALASKA

13
14 WHEREAS, it is the Company's desire to initiate a station at
15 Prudhoe Bay, Alaska; and,

16
17 WHEREAS, it is the Union's desire that its members be utilized
18 to staff that station; and,

19
20 WHEREAS, the remote location of Prudhoe and the lack of
21 normal living facilities present unique working conditions not
22 contemplated in the Labor Agreement between the parties;

23
24 NOW, THEREFORE, it is agreed that the provisions of the
25 basic Labor Agreement shall apply to the Prudhoe Bay Station with
26 the following modifications:

27
28 1. Article 4, Classification of Work

29
30 a. Employees in the classification of Aircraft Mechanic may
31 assist Ramp Servicemen in their duties (i.e. loading and unloading
32 baggage and air freight), but may not replace Ramp Servicemen in a
33 regular schedule.

34
35 b. Management personnel will not normally perform work in
36 the Classifications covered by the basic Agreement except for
37 assisting employees in those instances when due to an
38 unforeseeable peak period, where time is of the essence, and no
39 other arrangement is feasible to alleviate the situation, or if there are
40 insufficient volunteers for overtime, or in the case of an emergency.
41 It is agreed that the servicing of late flights, the performance of
42 necessary work to maintain flight schedules, or the protection of
43 Company or customer property against the elements may be
44 considered emergencies. Each emergency may be explained in

1 writing to the local union shop committee or local shop steward when
2 there is no shop committee, upon receipt by the Company of a
3 request in writing. The Company will respond in writing within forty-
4 eight (48) hours of the written request, exclusive of Saturdays and
5 Sundays.

6
7 c. The Company may not subcontract work normally
8 covered by the Basic Agreement except when specific skills,
9 equipment or facilities are not present at the station, when customers
10 require the use of their own or a subcontractor's employees, and in
11 emergency situations beyond the Company's control.

12 13 2. Article 5, Hours of Service

14
15 a. The Work Day shall be twelve (12) hours of work, except
16 for the day rotated into and out of the station to commence and end
17 a tour of duty, with an unpaid lunch period(s) not to exceed two (2)
18 hours in aggregate. One-half hour of lunch period shall be
19 scheduled to be within one hour of the middle of the shift.

20
21 b. The Work Week shall be seven (7) consecutive twelve
22 (12) hour days (except as set forth in 2.a. above) totaling eighty-four
23 (84) hours.

24
25 c. A normal tour of duty shall be fourteen (14) consecutive
26 days (168 hours) followed by fourteen (14) consecutive days free
27 from duty away from the station.

28
29 d. There shall be no shift differential.

30
31 e. Part-time employees (working less than twelve (12)
32 hours per day) may be utilized, but shall work a minimum of six (6)
33 hours per day.

34
35 f. Vacation, sick leave and Workmen's Compensation
36 absences may be covered by relief shift employees working irregular
37 tours at normal compensation.

38
39 g. A shift realignment will occur once a year at the
40 Prudhoe station during the month of September and will take effect
41 the first day of the first rotation of the following year. Such bid will be
42 awarded by classification seniority within the classification.
43
44

1 3. Article 6, Overtime
2

3 a. Overtime shall apply to any work performed in excess of
4 twelve (12) hours in any work day. It shall be paid at the time and
5 one-half (1-1/2) rate.
6

7 b. Employees unable to leave the station at the end of their
8 fourteen (14) day tour of duty because of lack of Company
9 transportation from Prudhoe to FAI/ANC will, for pay purposes, be
10 considered to be on actual duty. If required to work, overtime at the
11 time and one-half rate shall apply. Those employees unable to
12 return to work through no fault of their own because of a lack of
13 Company transportation from FAI/ANC to Prudhoe will be considered
14 to be on actual duty and will be paid at their normal rate of pay.
15

16 4. Article 7, Holidays
17

18 Holidays shall not apply to the station, except that Prudhoe
19 Bay employees who work the holiday shall be compensated at the
20 double time (2x) rate for all hours worked. Prudhoe Bay employees
21 who are not on their tour of duty shall receive holiday pay which is a
22 daily average of the number of hours the employee worked during
23 their last tour of duty.
24

25 5. Article 10, Vacancies
26

27 a. The bidding of vacancies shall be by "permanent" or
28 "preference" bid as set forth in Section 10.A., of the Agreement but
29 shall apply to all classifications.
30

31 b. When an employee covered by this Agreement is not
32 available to fill a vacancy, after exhausting procedure set forth in the
33 basic Agreement and after the Company has first asked for
34 volunteers to fill the vacancy temporarily until a new employee is
35 hired, management employees may perform any necessary
36 functions for thirty (30) days.
37

38 c. If an employee is unable to cope with the environment or
39 working conditions within ninety (90) days of being awarded the bid,
40 he will be allowed to return to his former position (if his seniority so
41 allows) with a thirty (30) calendar day written notice to the Company.
42

1 d. For vacancies of thirty (30) days or less, the Company
2 shall have the option of the following procedures in the following
3 order:

4
5 1) Offer the position to those employees who have
6 preference bids on file for the Classification and station, in seniority
7 order. If none accept, the Company shall have the right to assign the
8 junior employee with a preference bid on file.

9
10 2) Select any volunteer at any station on the system.

11
12 3) Hire a new employee on a temporary basis.

13
14 e. Any employee who is absent from the Prudhoe station
15 for reasons other than vacation or approved personal LOA for more
16 than two (2) rotations in a twelve month period shall be considered
17 unfit for assignment to the station and shall be furloughed.

18
19 6. Article 13, Vacations

20
21 Vacations shall be bid in increments of at least one-half (1/2) a
22 tour of duty; that is, seven (7) consecutive days. It shall be paid for
23 on the basis of the employee's normal scheduled hours per day and
24 shall be accrued on the basis of the same relative accrual as set
25 forth in the basic Agreement reduced to an hourly rate.

26
27

Accrual Rate in Minutes per Straight Time Hour Worked	Years of Service
2.50	0 - 4
4.65	5 - 11
6.94	12 - 20
7.50	21 and over

28
29
30
31
32
33
34

35 7. Article 14, Sick Leave

36
37 Sick Leave shall be accrued at the rate of 2.75 minutes for
38 each straight time hour worked and shall be expended at the rate of
39 the employee's normal scheduled hours per day. B.4. shall not
40 apply. Employees who are ill and unable to report for their assigned
41 tour shall contact the Customer Service Manager at least 24 hours
42 prior to the report time.
43
44

1 8. Article 15, Transportation
2

3 a. The Company will provide "Positive Space, Service
4 Charge Waived" transportation (subject to displacement for over-
5 sales) between Prudhoe and the employee's home of record on
6 Alaska Airlines system for normal rotation of tours of duty.
7

8 b. Section 15, C. 1-4, shall not apply for transfers to the
9 Prudhoe Station.

10 c. The Company's Pass Policy, System Regulations 6.000-
11 6.600, shall not apply to transportation to and from the Prudhoe
12 Station.
13

14 d. Transfer and moving expenses shall not apply to the
15 Prudhoe Bay Station.
16

17
18 9. Article 21, General and Miscellaneous
19

20 a. All employees shall be provided uniforms at Company
21 expense. Parkas and gloves will be provided for all employees
22 required to work out of doors. The employee shall be responsible for
23 maintaining his uniform in a clean, presentable condition. Cleaning
24 facilities will be provided by the Company.
25

26 b. The Company shall prepare and maintain "Station
27 Rules" which shall govern the operation of the station and the
28 conduct of the employees at the station. The rules shall not
29 discriminate nor coerce the employee and shall not conflict with this
30 Agreement or the basic Agreement. Each employee shall receive
31 and sign for a set of these rules attesting his compliance prior to
32 being awarded a position at the station.
33

34 c. Room and board at Prudhoe shall be furnished to
35 employees assigned to the station at Company expense.
36

37 d. At employees home of record on Alaska Airlines' system
38 where the Company experiences no cost and it complies with local
39 Port requirements, parking will be made available for Prudhoe Bay
40 based employees.
41
42
43
44

1 Signed this 6th day of January, 2000.

2
3 FOR INTERNATIONAL FOR ALASKA AIRLINES, INC.
4 ASSOCIATION OF
5 MACHINISTS & AEROSPACE WORKERS
6 Northwest District Lodge No. 143

7
8
9 Robert De Pace Thomas R. O'Grady
10 President/Directing General Chair Staff V.P./Labor
11 Nan Otto, General Chair and Employment
12 Law and Deputy
13 General Counsel
14
15
16

1 LETTER #6

2
3 TO ALL RAMP SERVICE AND STORES
4 EMPLOYEES
5

6 Chemical dependency abuse is one of the leading health problems,
7 resulting in human tragedy and economic loss. We believe that
8 Chemical dependence is an illness, which can be successfully
9 treated. The Employee Assistance Program (EAP) will help any
10 employee who needs and accepts treatment. To accomplish this,
11 the Employee Assistance Program, in conjunction with the IAM and
12 with the cooperation of the Alaska Airlines management, offers a
13 program to diagnose and treat this disease.
14

15 YOUR JOB SECURITY WILL NOT BE JEOPARDIZED BY
16 REQUESTING AND/OR ACCEPTING HELP AND TREATMENT
17

18 The benefits under our Group Hospitalization and Medical Insurance
19 Plan, as well as Alaska Airlines' Sick Leave benefits, will be provided
20 for those employees requiring treatment for a chemical dependence
21 problem.
22

23 The importance of this program to the afflicted individual cannot be
24 over-emphasized. The need for his cooperation in responding to
25 treatment by trained professionals also cannot be over-emphasized.
26

27 THE ALTERNATIVE in failing to accept help and treatment could be
28 loss of job and, finally, life itself. Unfortunately, the problem may not
29 be obvious to the person struggling with this terrible disease. It may
30 be more evident to their family, friends and fellow employees. All
31 employees must accept a responsibility in the control of this disease
32 among their peers.
33

34 ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST
35 CONFIDENCE. Should you desire assistance, please contact your
36 Employee Assistance Program Coordinator or General Chair.
37

38 s/Walter Fitzgibbon
39 s/Ronald G. Locke
40

s/Robert E. Gray
s/Dennis R. Kelley

1 LETTER #7

2
3 LETTER OF AGREEMENT

4 between

5 ALASKA AIRLINES, INC.

6 and the

7 INTERNATIONAL ASSOCIATION OF MACHINISTS

8 AND AEROSPACE WORKERS

9
10 This Letter of Agreement is made and entered in accordance
11 with the provisions of Title II of the Railway Labor Act, as amended,
12 by and between Alaska Airlines, Inc. (the "Company") and the Ramp
13 Service and Stores Agents in service of the Company (the
14 "employees") as represented by the International Association of
15 Machinists and Aerospace Workers (the "Union").

16 This will serve to establish the bridge agreement necessary for
17 RSSA employees to transfer to the Station Agent classification as
18 defined in Article 4 of the Clerical, Office and Passenger Service
19 (COPS) contract with the following modifications:

20
21 1. Article 4, Classification of Work

22 a. Lead Station Agent – Duties include, but are not
23 limited to, the duties of a station agent. In addition, the Lead Station
24 Agent will supervise and may train.

25 b. Station Agent -- Responsibilities include, but are not
26 limited to, duties found in the job descriptions for a Customer Service
27 Agent (as defined in the COPS contract, Article 4), Operations Agent
28 (as defined in the COPS contract, Article 4), Stores Agent, and
29 Ramp Servicemen as defined in the RSSA Agreement, respectively.

30
31 2. Article 5, Hours of Service

32 a. Hours of service and part time requirements shall be
33 subject to the provisions of the COPS contract Article 5 and 6,
34 respectively.

35
36 3. Article 6, Overtime

37 a. All overtime matters and OJI accruals shall be
38 subject to the provisions of the COPS Contract, Article 7.

39 b. All hours accrued in a compensatory bank shall be
40 converted to vacation accrual within 30 days of returning to the
41 RSSA agreement.

- 1 4. Article 7, Holidays
2 a. Holidays observed shall be subject to the COPS
3 contract, Article 8.
4 b. COPS Article 8.B.1 & 2 shall be used to determine
5 holidays off.
6
7 5. Article 8, Field Service
8 a. COPS Article 29 shall govern any field service
9 assignment.
10
11 6. Article 9, Seniority
12 a. RSSA employees who accept a bid as a Station
13 Agent or Lead Station Agent will retain and accrue seniority for all
14 classifications in which he holds in the RSSA contract.
15 b. RSSA employees who leave the Station Agent or
16 Lead Station Agent classification(s) will retain and accrue Station
17 Agent and/or Lead Station Agent seniority.
18 c. RSSA employees will only be able to hold seniority
19 as a Lead Station Agent and/or Station Agent within the COPS
20 contract. Should an employee desire to bid for a different position
21 within the COPS contract, he will be subject to the normal hiring
22 standards as set forth by the Company. If hired into the COPS
23 contract, he will be subject to the language in RSSA Article 9.E.1..
24
25 7. Article 10, Vacancies
26 a. The awarding of a Station Agent or Lead Station
27 Agent position will be to the senior qualified employee possessing
28 the qualifications of a Station Agent or Lead Station Agent for RSSA
29 and COPS employees as outlined in Article 4 of the COPS contract.
30 b. All vacancies will be posted per RSSA contract
31 Article 10.B and awarded per COPS contract Article 10.G & H..
32
33 8. Article 16, Grievance Procedure
34 a. Should a grievance arise (contractual or discipline in
35 nature), COPS Article 16 shall apply.
36
37 9. Article 23, Wage Rules
38 a. The wage scale shall be that of the Station Agent
39 Classification as outlined in Article 19 of the COPS contract.

1
2 10. Article 27, Shift Differential
3 a. The shift differential shall be in accordance with the
4 shift differential as outlined in Article 21 of the COPS contract.

5 Accrual rates and participation in benefit plans will be per the RSSA
6 agreement. Bidding provisions for time off will be per the COPS
7 agreement.

8
9
10 FOR ALASKA AIRLINES, INC.

11 s/Shane Tackett
12 Vice President - Labor Relations

13 s/Todd Sproul
14 Managing Director, Customer Service - Airports

15
16
17
18
19 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
20 AEROSPACE

21 s/Tom Higginbotham
22 President – Directing General Chairperson

23 s/Jeff Tobius
24 General Chairperson

25
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1 LETTER #8

2
3 LETTER OF AGREEMENT
4 BETWEEN
5 ALASKA AIRLINES, INC.
6 AND
7 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
8 AND AEROSPACE WORKERS
9 FOR
10 RAMP SERVICE AND STORES EMPLOYEES

11
12 Health Care and Wellness

13
14 The Company and the Union will work jointly in quarterly meetings to
15 learn more about the challenges of providing a benefits plan that can
16 adapt with the market, fostering and encouraging quality care and
17 good outcomes at costs affordable to the Company and to our
18 employees.

19
20 The Company will develop and share medical plan claims data, at a
21 level that is compliant with privacy requirements, on a regular basis
22 to increase the awareness of trends and of the costs of our plan, and
23 explore specific recommendations to reduce or minimize the impact
24 of escalating health care claims costs.

25
26 We will share a willingness to explore, and if mutually agreed, test
27 new plan designs and new tools which will help incent informed and
28 thoughtful consumer behavior in our members' choice of medical
29 providers and discretionary treatments as well as encourage
30 informed dialog with providers. These tools should promote and
31 incent wellness programs to maintain and improve the health of all of
32 our members and work to reduce wasteful medical treatments and
33 procedures.

34
35 We share a commitment to work together during the term of the
36 Agreement to implement agreed upon wellness programs and
37 incentives, cost containment and "value based" benefits with
38 applicable incentives and other mutually agreed affordable health
39 care programs with demonstrated good outcomes, with flexibility on
40 the part of both parties to remove, with mutual agreement, any
41 contractual barriers which might otherwise impede a successful
42 enhancement of such programs.

1 IN WITNESS WHEREOF, the parties hereto have signed this Letter
2 of Agreement this 18th day of May 2012.
3
4

5
6 FOR ALASKA AIRLINES, INC.
7

8
9 s/Shane Tackett
10 Vice President - Labor Relations
11

12 s/Todd Sproul
13 Managing Director, Customer Service – Airports
14
15

16
17 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
18 AEROSPACE WORKERS
19

20
21 s/Tom Higginbotham
22 President – Directing General Chairperson
23

24 s/Jeff Tobius
25 General Chairperson
26
27
28

1 LETTER #9

2
3

4 April 17, 2012

5
6 Mr. Tom Higginbotham
7 President and Directing,
8 General Chair
9 I.A.M.A.W.
10 Air Transport District Lodge 142

11
12 Dear Tom,

13 The purpose of this letter is to formalize the discussion regarding the
14 electronic preference bidding system change discussed to in our
15 RSSA negotiations in 2012. This agreement called for Alaska
16 Airlines and the IAMAW to discuss and implement a change to the
17 preference bidding system in the RSSA agreement once we develop
18 the technology to support electronic preference bids.

19
20 We will work with the appropriate General Chair to formulize this
21 process and implement training associated with the change from the
22 paper bidding system.

23
24 Please sign below if you concur with the Company's proposed
25 change.

26
27 Sincerely

28
29 s/Shane Tackett
30 Vice President – Labor Relations

31 s/Todd Sproul
32 Managing Director,
33 Customer Service - Airports

34
35 In concurrence

36 s/Tom Higginbotham
37 President - Directing General Chairperson

38 s/Jeff Tobius
39 General Chairperson

40

1 LETTER #10

2
3 April 30, 1997

4
5
6 Mr. Thomas Gibbs
7 General Chairman
8 IAM District 143
9 19518 Pacific Highway South, Suite. 202
10 Seattle, WA 98188

11
12 Dear Mr. Gibbs:

13
14 This will confirm our agreement to establish a procedure to expedite
15 the scheduling, hearing and decisions regarding certain cases
16 properly submitted under Article 17 to the System Board of
17 Adjustment covering employees under the MRP Agreement.

18
19 We agree as follows:

- 20
- 21 1. Company and Union representatives will meet quarterly to
22 identify specific cases which the parties agree to arbitrate under
23 the expedited rules contained in this letter.
 - 24
25 2. The parties shall agree to both a date(s) and a neutral referee
26 to hear these cases under the expedited rules.
 - 27
28 3. No discharge case may be heard under this procedure.
 - 29
30 4. All decisions will be final and binding in the same manner as if
31 the case had been heard and decided under the normal
32 application of Article 17.
 - 33
34 5. All decisions will be without precedent.
 - 35
36 6. Each party will be limited to a maximum of two (2) hours of
37 presentation in each case. This includes opening statement,
38 direct, cross, re-direct, re-cross, summation, etc. Each party
39 may decide how to allocate it's own time. A stopwatch system
40 will be employed.
 - 41
42 7. No transcripts will be taken.
 - 43
44 8. No written briefs may be filed.

- 1
2 9. Decisions will be rendered without opinions within three (3)
3 work days of the close of the hearing.
4
5 10. Executive sessions may be waived by mutual agreement, but if
6 conducted will be limited to thirty (30) minutes per case.
7
8 11. A Company appointed Board member and a Union appointed
9 Board member will hear these cases with the neutral referee.
10
11 12. The parties will meet after each expedited case session to
12 discuss the mutual benefit of adding to, deleting from, or
13 amending these rules to further expedite the proper resolution
14 of cases.
15

16 Sincerely,
17
18
19

20 Thomas R. O'Grady
21 Assistant Vice President, Labor Relations/
22 Associate General Counsel
23

24 I agree:
25

26 Date 1/6/2000
27 Nan Otto
28 General Chair
29
30
31

Robert De Pace
President/Directing
General Chair

1 LETTER #11

2
3 LETTER OF AGREEMENT
4 BETWEEN
5 ALASKA AIRLINES, INC.
6 AND
7 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
8 AND AEROSPACE WORKERS
9 FOR
10 RAMP SERVICE AND STORES EMPLOYEES

11
12 Cross-Utilization

13
14 This Letter of Agreement is made and entered into in accordance
15 with the provisions of the Railway Labor Act, as amended, by and
16 between ALASKA AIRLINES, INC. (hereinafter referred to as the
17 "Company") and the INTERNATIONAL ASSOCIATION OF
18 MACHINISTS AND AEROSPACE WORKERS (hereinafter referred
19 to as the "Union").

20
21 WHEREAS, the parties wish to preserve positions where cross-
22 utilization currently exists, and;

23
24 WHEREAS, there is no intention of expanding the level or frequency
25 of cross-utilization, and;

26
27 WHEREAS, the parties agree it is mutually beneficial for employees
28 covered under this Agreement to complete at specified locations
29 tasks normally covered under the AMFA Agreement;

30
31 NOW, THEREFORE, the parties agree to grandfather the following
32 situations;

33
34 1. The expected number of employees involved in cross-
35 utilization described above is less than thirty (30) employees (total at
36 all stations) and will be confined to the stations listed below.

37
38 2. Rampservice agents doing Fleetservice duties at BRW, OME,
39 OTZ, SCC, SIT, KTN, FAI, JNU, CDV, YAK, PSG and WRG.

40
41 3. Rampservice Agents doing Mechanic (A & P, Automotive
42 and/or Facilities) work at ANC, BRW, OME, OTZ, SCC, SIT, CDV,
43 YAK, PSG, SEA and WRG.

1 4. Fleetservice Agents doing Rampservice work at FAI and JNU.

2
3 5. Mechanics doing Rampservice work at BRW, OME, OTZ,
4 SCC, SIT, KTN, FAI (limited) and JNU (limited).

5
6 At the Union's request, the Company shall annually provide a list of
7 the employees, by station, involved in cross-utilization work under
8 this sideletter.

9
10 IN WITNESS WHEREOF, the parties hereto have signed this Letter
11 of Agreement this 6th day of January, 2000.

12
13 FOR ALASKA AIRLINES, INC.

14
15 Thomas R. O'Grady
16 Staff V.P./Labor and Employment
17 Law and Deputy General Counsel

18
19
20 FOR INTERNATIONAL ASSOCIATION OF
21 MACHINISTS & AEROSPACE WORKERS

22
23 Robert De Pace
24 President/Directing General Chair

25

1 LETTER #12

2
3 LETTER OF AGREEMENT

4
5 Where as there is a desire to address and dispose of the backlog of
6 Ramp and Stores grievances, by both Alaska Airlines and IAM
7 District 143, the parties have agreed to set dates for grievance
8 reviews. This review will commence within ninety (90) days after
9 date of signing of the contract.

10
11 For any unresolved grievances, the parties further agree to continue
12 such reviews each sixty (60) days thereafter. At such sessions, the
13 grievances will either be resolved, settled, withdrawn or scheduled
14 for either expedited arbitration or full arbitration. Each session will be
15 a minimum of three (3) days. The parties will commit individuals to
16 the reviews with authority to handle such matters to conclusion.

17
18 Be it further resolved, the parties will select a panel of ten (10)
19 arbitrators to hear and preside over either the expedited arbitration or
20 full arbitration hearing. Such arbitration dates to be scheduled within
21 thirty (30) days after each grievance review.

22
23 Any changes to the above agreed to process will be done by mutual
24 agreement between Alaska Airlines and the IAM.

25
26 The cost incurred in such arbitrations shall fall under the rules and
27 regulations stipulated under Article 17 of the Labor Agreement.

28
29 If you agree, sign in concurrence below.

30
31
32
33 Thomas R. O'Grady
34 Staff V.P., Labor and Employment Law
35 and Deputy General Counsel

Nan Otto
General Chair

36
37
38 January 6, 2000
39
40

1 LETTER #13

2
3 LETTER OF AGREEMENT
4 BETWEEN
5 ALASKA AIRLINES, INC.
6 AND
7 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
8 AND AEROSPACE WORKERS
9 FOR
10 RAMP SERVICE AND STORES EMPLOYEES

11
12 Working Together

13
14 This Letter of Agreement is made and entered into accordance with
15 the provisions of the Railway Labor Act, as amended, by and
16 between ALASKA AIRLINES, INC. (hereinafter referred to as the
17 "Company") and the INTERNATIONAL ASSOCIATION OF
18 MACHINISTS AND AEROSPACE WORKERS (hereinafter referred
19 to as the "Union").

20
21 Management employees not covered by the basic collective
22 bargaining agreement shall predominately perform supervisory
23 duties, but may assist Union-represented employees with the
24 performance of their duties in order to:

25
26 a) Maintain proficiency on Company systems and
27 processes, b) Participate in key initiatives and process improvement
28 programs, c) Foster teamwork / collaboration or d) Improve
29 operational performance.

30
31 This is intended to change how we view our shared future together,
32 but not to result in: a) Reduction of overtime opportunities; b)
33 Reduction of staffing levels in Union-represented positions or c)
34 Furloughing Union-represented employees.

35
36 At each location on the Alaska Airlines system, local representatives
37 from the Company and the Union will discuss and address unique
38 operational concerns and expectations regarding the implementation
39 and day-to-day issues that may arise.

40
41 The Company and the Union shall utilize the current practice
42 (meetings between VP/Labor, VP/Customer Service, and VP/Cargo,
43 as appropriate, and the District General Chair) to discuss and

1 address unresolved disputes regarding this cooperative work
2 program prior to any grievance appeal to the System Board of
3 Adjustment.

4
5 Such work will not be limited in the following scenarios: catastrophic
6 situation, natural disaster, extremely severe weather condition (i.e.,
7 snow storms in cities like SEA, extended fog, etc.) and critical
8 community support.

9
10 IN WITNESS WHEREOF, the parties hereto have signed this Letter
11 of Agreement this 8th day of June, 2012.

12
13
14
15 FOR ALASKA AIRLINES, INC.

16
17 s/Shane Tackett
18 Vice President - Labor Relations

19
20 s/Todd Sproul
21 Managing Director, Customer Service- Airports

22
23
24
25 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
26 AEROSPACE WORKERS

27
28 s/Tom Higginbotham
29 President – Directing General Chairperson

30
31 s/Jeff Tobius
32 General Chairperson

1 LETTER #14
2
3

4 Job Protection: RAMP SERVICE AND STORES EMPLOYEES
5
6

7 NOW, THEREFORE, it is mutually agreed and understood by and
8 between the parties that, between the date of the signing of this
9 Letter of Agreement on July 19, 2012 and July 18, 2018 no Ramp
10 Service or Stores Union-represented employee who is actively
11 employed or on an approved leave of absence as of the date of the
12 original signing of this Letter of Agreement, will lose employment, be
13 required to change cities, or suffer a reduction in pay as a direct
14 result of subcontracting of Ramp Service or Stores work. The
15 Company will provide retraining and education as needed to support
16 this commitment.
17

18 Before engaging in any subcontracting of work covered by this
19 agreement, the Company shall provide the Union 6 months advance
20 notice of the intended subcontracting and shall upon request meet
21 and confer with the Union for the purpose of discussing alternatives
22 to subcontracting. In the event the parties fail to reach agreement on
23 an alternative to subcontracting the Company may proceed with
24 subcontracting provided there are substantial economic advantages
25 to the subcontracting.

26 If the Company proceeds with subcontracting, it shall offer
27 employees whose jobs are subcontracted the option of:

- 28 1. Remaining in the employ of the Company in the same
29 city with no reduction in pay. The Company will
30 provide retraining and education as needed to support
31 this commitment or;
- 32 2. Severance pay equal to one (1) week times the
33 employee's years of service.
34

35 This letter shall automatically expire on July 18, 2018 [amendable
36 date minus one day]. at which time the Company's rights and
37 responsibilities with respect to the subcontracting of work now
38 performed by Union-represented Ramp Service and Stores
39 employees shall be governed by the basic collective bargaining
40 agreement then in effect.
41
42
43
44

1 FOR ALASKA AIRLINES, INC.
2
3
4 s/Shane Tackett
5 Vice President - Labor Relations
6
7 s/Todd Sproul
8 Managing Director, Customer Service – Airports
9
10
11
12 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
13 AEROSPACE WORKERS
14
15
16 s/Tom Higginbotham
17 President – Directing General Chairperson
18
19 s/Jeff Tobius
20 General Chairperson
21

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Work Day, ten hours	5	A.2.	12
Working Together	Ltr 13		124
Work week, modified	5	B.2.	12
Work week, standard	5	B.1.	12
Workers' Compensation	14	D.	55