



**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 **PREAMBLE**

2  
3 The IAMAW and Alaska Airlines recognize that the success of a  
4 company depends on its people. People perform at their peak when  
5 they feel valued, respected, well compensated, and feel like an  
6 important part of the company they work for.

7  
8 In order to attract and maintain the highest quality employees,  
9 Alaska Airlines and the IAM are committed to ensuring RSSA jobs  
10 are seen as an important asset to the Company. For this to happen,  
11 we must have a relationship built on mutual respect, trust and loyalty.  
12 We must also endeavor to work together to improve the profitability  
13 and competitiveness of the company.

14  
15 All partnerships may prove to be difficult at times, but through  
16 candor, our unique culture, open communication and high efficiency,  
17 Alaska Airlines will continue to overcome obstacles, and provide for  
18 long, prosperous careers for the employees represented by the IAM.  
19

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  
24           1. He quits or resigns.

25  
26           2. He is discharged for cause.

27  
28           3. He is absent from work for two (2) consecutive work  
29 days without properly notifying the Company for the reason of his  
30 absence and not then if a satisfactory reason is given for not so  
31 notifying the Company.

32  
33           4. He does not inform the Company in writing or by  
34 telegraph of his intention to return to service within seven (7)  
35 calendar days of receipt of notice offering to re-employ him.

36  
37           5. He does not return to the service of the Company on or  
38 before a date specified in the notice from the Company offering him  
39 re-employment which date shall not be prior to fifteen (15) calendar  
40 days after sending such notice. The date of re-employment may be  
41 earlier if mutually agreed by the employee accepting recall and the  
42 Company. However, this paragraph will not apply to work offers of  
43 less than ninety (90) calendar days.  
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           5. While performing the training duties, trainers will  
11 continue to accrue seniority in their classification(s).  
12  
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.  
43

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:	He shall receive:
12		
13		
14	2 yrs but less than 3 yrs of service	2 weeks severance allowance
15	3 yrs but less than 4 yrs of service	3 weeks severance allowance
16	<u>4 yrs but less than 5 yrs of service</u>	4 weeks severance allowance
17	<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
- 33 1. is discharged for just cause, retires or resigns.
- 34
- 35 2. has his employment temporarily interrupted because of a  
36 strike or picketing of Company premises, an act of God, a national  
37 war emergency, revocation of the Carrier's operating certificate(s) or  
38 grounding of the Carrier's aircraft by governmental order.
- 39
- 40 3. fails to exercise any seniority, bumping, or transfer rights  
41 afforded him under this Agreement to remain in active service with  
42 the Carrier, or accepts other employment offered by the Carrier.

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



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 (10<sup>th</sup>),  
16 eleventh (11<sup>th</sup>) and twelfth (12<sup>th</sup>) 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 6<sup>th</sup> day of September,  
27 2012  
28

29 <b>WITNESS:</b>	<b>FOR ALASKA AIRLINES, INC</b>
30 s/Bob Hartnett	s/Shane Tackett
31 s/Todd Sproul	Shane Tackett
32 s/Torque Zubeck	Vice President – Labor Relations
33 s/Greg Mays	
34 s/Sonia Alvarado	
35 s/Carrie Workman	

37 <b>WITNESS:</b>	<b>FOR THE INTERNATIONAL</b>
	<b>ASSOCIATION OF MACHINISTS &amp;</b>
	<b>AEROSPACE WORKERS</b>
40 s/Jeff Tobius	s/Tom Higginbotham
41 s/Roger Clark	Tom Higginbotham
42 s/Jeff Lemon	President – Directing General Chairperson
43 s/Jason McAdoo	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

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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 2<sup>nd</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> 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 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 3) Hire a new employee on a temporary basis.  
12  
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	
28	Straight Time Hour Worked	Years of Service
29		
30	2.50	0 - 4
31	4.65	5 - 11
32	6.94	12 - 20
33	7.50	21 and over
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 6<sup>th</sup> 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  
14 s/Todd Sproul  
15 Managing Director, Customer Service - Airports

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

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

24  
25 s/Jeff Tobius  
26 General Chairperson

27  
28  
29  
30

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 18<sup>th</sup> 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

37 s/Tom Higginbotham  
38 President - Directing General Chairperson

39

40 s/Jeff Tobius  
General Chairperson



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 6<sup>th</sup> 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 8<sup>th</sup> 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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