

RAMP & STORES CONTRACT
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2006 AMENDMENT
TO THE WORKING
AGREEMENT
between
ALASKA AIRLINES, INC.
and
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

Hereinafter, ALASKA AIRLINES, INC., will be referred to as the
"Company," and the INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS will be referred to as
the "Union."

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 with,
15 re-strained, coerced, or discriminated against by the Company, its
16 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 or age.
27

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 employees
8 of changes in rules and/or regulations that could result in disciplinary
9 action. Employees covered by this Agreement shall be governed by
10 such Manuals and by all applicable rules, regulations and orders
11 issued by properly designated authorities of the Company which are
12 not in conflict with the terms of this Agreement. The Company shall
13 have the right to modify these manuals, policies, System Regulations
14 during the term of the Agreement. The Company will insure that
15 these rules, regulations and orders, together with such amendments
16 or changes as may be made from time to time, are made available to
17 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 facilities,
30 equipment or personnel are not sufficient or available or where
31 employees covered by this Agreement do not have the experience
32 and ability to satisfactorily perform the work required or warranty
33 agreements exist; (5) contract out any work for which the Company's
34 cost exceeds the vendors charges, less material; (6) reserve the right
35 to contract out other work with the approval of the Union.
36

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

44 D. 1. In the event of the introduction of "new equipment or
45 technology" that will be used by employees in this bargaining unit and

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

8
9 a. A description of the nature of the proposed
10 technological changes.

11
12 b. The approximate number, locations and employee
13 classifications likely to be affected by the technological change.

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

17
18 d. The reason for the change and the impact it will
19 have on the Company's operation.

20
21 e. The Company's efforts to minimize any negative
22 impact the technological change may have on the employees
23 affected.

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

30
31 3. For purposes of this Article, the terms "new equipment"
32 and/or "new technology" do not include enhancements or upgrades
33 to currently used equipment or systems. Such new equipment or
34 technology must be used by the employees covered by this
35 Agreement and must directly affect the employee's performance or
36 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 such
2 actions.
3

4 E. This Agreement shall be binding upon any successor, assign,
5 assignee, transferee, administrator, executor and/or trustee (a
6 "successor") of the Company resulting from any transaction that
7 involves transfer (in a single transaction or a multistep transaction) to
8 such successor of ownership and/or control of all or substantially all
9 of the equity securities and/or assets of the Company. The Company
10 agrees that it shall not consummate any transaction that involves a
11 transfer as defined herein until the Successor agrees in writing to be
12 bound by the terms of this agreement.
13

14 The following provisions apply in the case of a successorship
15 transaction, as described in paragraph E. above, in which the
16 successor is an air carrier or any corporate affiliate, alliance or
17 acquisition of an air carrier. The ramp and stores employees shall be
18 merged in accordance with the following:
19

20 1. The integration of the seniority lists of the ramp and
21 stores employees shall be governed by Sections 2.a., 3 and 13 of the
22 Allegheny-Mohawk LPP's. The successor shall accept the integrated
23 seniority list, including any conditions and restrictions established
24 through the LPP proceedings, as applicable: and
25

26 2. The respective ramp and stores collective bargaining
27 agreement shall be merged into one (1) agreement as the result of
28 negotiations with the IAM and the Successor: and
29

30 3. In the event of a transaction in which the Successor is
31 not an air carrier or any corporate affiliate of an air carrier, the
32 Successor shall, in addition to assuming all obligations under the
33 Agreement, provide the ramp and stores employees with Labor
34 Protection Provisions as specified in paragraph E. above.
35

36 4. Any and all disputes concerning alleged violation of
37 Paragraph E. shall be resolved by final and binding arbitration. The
38 Company agrees to arbitrate any grievance filed by the Association
39 alleging violation of Paragraph E. on an expedited basis directly
40 before a neutral arbitrator. The dispute shall be heard expeditiously
41 no later than thirty (30) days following the submission to the neutral
42 arbiter and decided expeditiously no later than sixty (60) days after
43 submission. The parties agree to abide by any arbitration award that
44 is issued.
45 //

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, warehousing, storing, disbursing and recording
15 parts, equipment and supplies at locations where the Company
16 maintains stores or stockrooms where the work is sufficient to justify
17 the employment of a full time Stores Agent.
18

19 C. Lead Ramp Service
20

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

29 D. Ramp Serviceman
30

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

41 Ramp Servicemen shall, in accordance with Company
42 procedures, service the aircraft lavatory and water systems, assist
43 in the conversion of aircraft, provided there is a qualified aircraft
44 Mechanic present for the aircraft conversion, and may clean the
45 aircraft interior and exterior (including painting), place, clean, and

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

9
10 Ramp Servicemen may be required to spot, block, stand fire
11 guard, pushback, fuel, deice, and wave off aircraft. Ramp
12 servicemen may do painting and minor preventative maintenance on
13 ground equipment that is related to their job functions (e.g., such as
14 changing light bulbs, oil, tires, batteries; does not include engine
15 tune-ups, points, plugs or condenser).

16
17 E. Foreman

18
19 Foreman and higher ranking officials of the Company shall not
20 be permitted to perform work on an hourly rated job covered by this
21 Agreement except in emergencies or instructions or training of
22 employees. It is agreed that the servicing of late flights where
23 qualified personnel are not available and the performance of
24 necessary work caused by unusual circumstances at line service
25 stations in order to maintain flight schedules, or the protection of
26 Company property against the elements may be considered an
27 emergency. Each emergency will be reported in writing to the local
28 union shop committee or local steward when there is no shop
29 committee, upon receipt by the Company of a request in writing. The
30 Company will respond in writing within twenty-four (24) hours of the
31 written request, excluding Saturdays and Sundays.

32
33 F. In addition to the duties and responsibilities contained in Article
34 4, paragraphs A. through D., employees will also be responsible in
35 each classification as a portion of their regular duties for
36 accomplishing all aspects of hazardous material responsibilities for
37 which they have been properly trained.

38
39 G. Employees under this agreement may be cross-utilized in other
40 classifications for which they are qualified provided they are paid their
41 normal wage or the wage of the classification in which they are
42 working, whichever is greater. (see Article 23.G.) In the event that a
43 continuous, cross-utilization assignment exists at a location for ninety
44 (90) days, the cross-utilization assignment will either cease or will
45 become a permanent vacancy and will be filled in accordance with

1 Article 10 of the Agreement. The ninety (90) day restriction does not
2 apply to on-going partial shift cross utilization. (For example the GSE
3 Mechanic in Sitka routinely performing ramp service functions during
4 flight time.)
5

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

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 be
8 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 days
33 off in each work week. The modified work week shall commence
34 with the first day of work following the scheduled days off, except
35 where it is necessary to rotate scheduled days off in order to repeat
36 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. If the lunch period is forty-five (45) minutes, it will be
2 scheduled within one and one-half (1-1/2) hours before or one and
3 one-half (1-1/2) hours after the middle of the shift.

4
5 3. a. Off Schedule Lunch

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

13
14 b. No Lunch

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

25
26 4. Eight (8) hours inclusive of meal period not to exceed
27 thirty (30) minutes, shall constitute a full day of work on the graveyard
28 or third shift which shall be defined as any shift commencing
29 subsequent to 9:00 p.m. and prior to 5:00 a.m.

30
31 D. A bid location is any work group established by the Company
32 wherein the employees perform a similar function (e.g., Line Ramp,
33 Air Freight, etc.). All employees will be assigned a specific bid
34 location.

35
36 //

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

41
42 A notice of shift alignment shall be posted a minimum of
43 fourteen (14) calendar days for the purpose of bidding in advance of
44 any change of the number of employees on a shift; shift starting time
45 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 their
43 station.

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 duty,
12 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 based
22 on classification seniority. The bids will be posted for a minimum of
23 three (3) days and the bids must be awarded and posted within
24 seven (7) days of closing. The Company reserves the right to limit
25 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		

44 K/. The starting time for shifts shall be established in accordance
45 with the needs of the services at each station. A split shift may be

1 scheduled when the work load at a line station is not sufficient to
2 warrant more than one shift, yet does not fall within any eight
3 consecutive hour periods.

4
5 L // . Except as may be provided in Paragraph K. above or Article 7,
6 D., no full-time employee will be called to work or required to report to
7 work for less than eight (8) hours of work or pay therefore, except
8 when recalled on overtime. All employees in the service of the
9 Company will be provided with a minimum of forty (40) hours of work
10 each week, except for part-time employees:

11
12 M // . Part-Time Employees

13
14 1. Part-time employees can be utilized for overtime
15 coverage.

16
17 2. Part-time employees may be placed in permanent full
18 time positions by preference bidding or may be assigned full time
19 temporarily. Preference bids will be used to fill vacancies to and from
20 full time and part time positions. Movement between full time and
21 part time positions within a bid location, will also be allowed on a shift
22 realignment, however, such movement will not require use of a
23 preference bid.

24
25 3. Part-time employees may be utilized in any classification
26 covered by this agreement for holiday coverage.

27
28 4. Full time employees shall have the right to displace part-
29 time positions in the event of lay-off but shall not be required to do
30 so.

31
32 5. Part-time employees shall accrue seniority as if they
33 worked full-time and shall accrue all benefits the same as full-time
34 based upon number of hours worked.

35
36 6. Part-time employees may be utilized in any classification
37 covered by this Agreement.

38
39 7. No more than 30% of the employees on the system in
40 each classification covered by this Agreement may be employed for
41 less than forty (40) hours per week. A standard work week for part-
42 time employees shall not be scheduled for less than twenty (20)
43 hours or for more than thirty-two (32) hours in any seven (7)
44 consecutive day period, with a minimum of two (2) consecutive days
45 off. The work week shall commence with the first day of work

1 following the scheduled days off, except where it is necessary to
2 rotate scheduled days off in order to repeat the schedule.
3

4 8. Leads and part-time employees shall be included in the
5 classification in determining the allowable number of part-time
6 employees. The calculation shall be made using whole numbers
7 only.
8

9 9. Part time employees shall be compensated at the
10 overtime rate of time and one-half (1-1/2X) and double time (2X)
11 rates of pay as follows:
12

13 a. For employees scheduled eight (8) hours or less,
14 the overtime rate of time and one-half (1-1/2X) shall apply for the first
15 four (4) hours of work performed in excess of eight (8) hours in any
16 one twenty-four (24) hour period commencing with the scheduled
17 starting time, either before or after regularly scheduled hours. The
18 double time (2X) rate of pay shall apply for all hours worked in
19 excess of twelve (12) hours.
20

21 b. For employees scheduled more than eight (8)
22 hours and up to ten (10) hours, the overtime rate of time and one-half
23 (1-1/2X) shall apply for all work performed in excess of ten (10) hours
24 and up to fourteen (14) hours in any one twenty-four (24) hour period
25 commencing with the scheduled starting time, either before or after
26 regularly scheduled hours. The double time (2X) rate of pay shall
27 apply for all hours worked in excess of fourteen (14) hours.
28

29 10. In the event hours are worked in excess of the work day
30 as a result of schedule bidding, M.9.a. and b. above shall not apply
31 (see Article 5, paragraph E.).
32

33 11. Part time employees working on their days off shall be
34 paid at the time and one-half (1-1/2X) rate for all hours worked in
35 excess of forty (40) regular hours within the work week. Hours
36 worked in excess of those described in M.9.a. and b. above on the
37 sixth (6th) day worked and all hours on the seventh (7th) day worked
38 shall be paid at the double (2X) time rate.
39

40 N // . The regular starting and stopping time for work shifts, days off,
41 will be scheduled and posted at all locations. The notice will include
42 the effective date of the last rebid.
43

44 O // . All employees covered by this Agreement will be granted a ten
45 (10) minute rest period during the first half of a work shift and a ten

1 (10) minute rest period during the second half of a work shift without
2 loss of time, for the purpose of relaxation. The time of the rest
3 periods will be regularly scheduled insofar as possible and posted by
4 the Company at all locations.

5 P // . Notwithstanding other seniority provisions within the
6 Agreement, each of the three (3) members of the Union Shop
7 Committee at Seattle and Anchorage will, if there are sufficient
8 positions, be assigned to day shift by displacing the most junior
9 employee on day shift at his bid location in his classification. The
10 employee thus displaced will be permitted to exercise his seniority in
11 accordance with this Agreement.

12
13 Q // . Semi-annually, during the months of January and July, the
14 Company will supply District Lodge 143 with a list of the number of
15 part-time employees at each station which will be effective as of
16 January 1 and July 1.

17
18 R // . 1. For employees in classifications of Lead Ramp Service
19 and below, full and/or part time Relief schedule(s) may be used to
20 augment the work force on an as needed basis to provide coverage
21 for DAT's, extended absences, training needs, etc.

22
23 2. a. Employees working Relief schedules will be
24 assigned to the schedule requiring coverage with a minimum of
25 seven (7) calendar days notice.

26
27 b. In extreme circumstances, such as an influx of
28 openings on a specific shift, an employee working Relief may be
29 assigned to a relief schedule on a shift other than his current base
30 shift provided the employee is given seven (7) calendar days notice.

31
32 c. The seven (7) calendar days notice in a. and b.
33 above will apply unless the employee voluntarily agrees to less
34 notice.

35
36 3. The following wage and work rules apply to employees
37 working Relief schedules:

38
39 a. Bids for Relief positions shall include a home
40 schedule and base shift on the bid form. A home schedule is the
41 specific start times and days off the Relief employee will work if not
42 covering other open schedules (e.g., 0600-1430 with Saturday and
43 Sunday off). A base shift is shift 1, 2, or 3 (reference Article 5.,
44 paragraph d.) from which an employee's relief schedule will be
45 assigned.

- 1
- 2 b. Employees working Relief schedules may cover
- 3 Lead schedules.
- 4
- 5 c. Hours for full time employees on relief schedules
- 6 shall not be reduced when relieving part time employees.
- 7
- 8 d. Part time employees on Relief schedules may be
- 9 required to cover full time schedules.
- 10
- 11 e. Variable work schedules resulting from such relief
- 12 coverage are not in violation of the Agreement.
- 13
- 14 f. Relief schedule employees working variable work
- 15 schedules will be paid the applicable shift differential in accordance
- 16 with Article 28, paragraph A. & B.
- 17
- 18

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 at
23 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 be
45 paid at the double time (2X) rate. For employees assigned to ten

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

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

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

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

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

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

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

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

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

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

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

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

36 c. Shift, for the purpose of overtime, shall be defined
37 as 1, 2, or 3 in accordance with Article 5, paragraph J.
38

39 2. Employees on lay off status and not employed by the
40 Company in another capacity may advise the Company that they are
41 available to be called in for work when volunteers for overtime are not
42 available. The Company may, at its option, utilize these laid off
43 volunteers to cover mandatory overtime at their normal straight time
44 rate without regard to any minimum recall provisions or resumption of

1 fringe benefits except for sick leave and vacation. No payroll
2 deductions will apply outside of taxes and F.I.C.A.
3

4 3. Voluntary Overtime
5

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

14 b. Overtime work prior to the beginning of a shift shall
15 be by call-in of the most senior employee on the volunteer list on that
16 shift, in the bid location, in the classification required.
17

18 c. Overtime for an entire shift shall be offered to the
19 most senior employee on the volunteer list volunteering in the
20 classification, in the bid location, on their day off who would normally
21 work that shift.
22

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

31 4. When the Company is aware of a requirement for
32 overtime two or more hours before the end of a shift, employees
33 should be given at least two (2) hours notice of the contemplated
34 overtime.
35

36 5. Mandatory Overtime

37 In the event there are insufficient volunteers available to
38 work the overtime, an emergency may be declared by the Company
39 in writing and the Company may assign any qualified employees to
40 perform the work in inverse Company seniority order as follows:
41 (It is understood that the Leads of each classification will be
42 combined with their basic classification for overtime purposes.)
43

44 a. Overtime work at the end of the shift shall be
45 assigned in the classification on that shift, in the bid location, to the

1 most junior employee or to the individual performing the actual work
2 during the shift, if it is impractical to break the continuity of work.
3

4 b. Overtime work prior to the beginning of a shift shall
5 be by call-in of the most junior employee on that shift, in the bid
6 location and classification required.
7

8 c. Overtime for an entire shift shall be assigned to the
9 most junior employees on their day off who would normally work that
10 shift and bid location.
11

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

21 J. No overtime shall be worked except by direction of the proper
22 supervisory personnel of the Company, or his designee. However,
23 the responsibility for administering overtime remains with the
24 Company.
25

26 K. There shall be no pyramiding of the overtime rates provided for
27 in this Agreement and no employee shall receive more than double
28 the straight time rate for any hours worked.
29

30 L. An employee who is required to report to work after traveling
31 will have his travel time considered as time worked and will be paid
32 the overtime rate applicable, except employees assigned to Prudhoe
33 Bay.
34
35

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 Day, and Employee's Birthday. Any
9 employee whose birthday falls on a holiday will observe his birthday
10 on the day after the holiday. Any employee whose birthday falls on
11 February 29, will observe his birthday on February 28, except during
12 the leap year. If an employee does not wish his birthday to be a
13 holiday, he may, with the mutual agreement of his foreman, select
14 another day as a holiday within the following thirty (30) days. He shall
15 notify his foreman of his desire to utilize an alternate day no later than
16 seven (7) days prior to his birthday.
17

18 B. In order to provide time off on holidays, the Company will no
19 later than seven (7) calendar days in advance, post a sign up sheet
20 requesting the required number of volunteers to not work on the
21 holiday. The sign up sheet shall remain posted for a minimum of
22 three calendar days and all volunteers accepted and others assigned
23 to not work on a holiday shall be notified at least three (3) calendar
24 days in advance. Volunteers shall be selected on the basis of their
25 classification seniority commencing with those employees who would
26 have worked on the shift and day were it not a holiday. If no
27 volunteers are available, those not necessary to fulfill the needs will
28 be selected commencing with the employee with the lowest
29 classification seniority who would normally work on the shift and day
30 not requiring coverage.
31

32 C. 1. Full time employees will be compensated with eight (8)
33 hours pay at the straight time rate for each day observed as a
34 holiday. Any employee who works on a day observed as a holiday will
35 be compensated at the double (2) time rate for the first eight (8)
36 hours worked except when the work is immediately preceding or
37 following a regular shift which is not on the holiday, in which case it
38 shall be at the applicable overtime rate. Employees shall be
39 compensated at the triple (3) time rate for all hours worked in excess
40 of eight (8) hours on a holiday and for all hours worked on a holiday
41 which falls on a regular day off.
42

43 2. An employee working a ten (10) hour holiday shift shall
44 be compensated at the double (2) time rate for all hours worked with
45 a minimum of ten (10) hours, except as provided in paragraph D. A

1 ten (10) hour shift employee, whose regular days off coincide with a
2 holiday, will be paid eight (8) hours at their regular rate of pay. A ten
3 (10) hour shift employee who is scheduled to work the holiday, but
4 not required, will be paid ten (10) hours at his regular rate of pay.
5 Employees shall be compensated at the triple (3) time rate for all
6 hours worked in excess of ten (10) hours on a holiday and for all
7 hours worked on a holiday which falls on a regular day off.
8

9 3. Employees with insufficient rest pursuant to Article 6,
10 paragraph B., will receive triple time (3X) pay for their regularly
11 scheduled hours (e.g. 8 or 10 hours) worked on a holiday.
12

13 4. Part-time employees observing the holiday shall receive
14 the straight time rate for the hours they were scheduled to work on
15 the holiday. If a holiday falls on a part-time employees day off, such
16 part-time employee shall be paid holiday pay at the straight time rate
17 for the daily average number of hours the employee was scheduled
18 to work during the week. To calculate this daily average, the
19 employee's total scheduled hours during the work week will be
20 divided by five (5). Part-time employees who work on a day
21 observed as a holiday will be compensated at the double (2) time rate
22 for all hours worked for the first eight (8) hours. After eight (8) hours
23 the employee will be compensated at the triple (3) time rate on a
24 holiday.
25

26 5. Any employee scheduled to work on any of the foregoing
27 holidays who fails to report shall be subject to immediate dismissal,
28 unless such employee was unable to work because of illness.
29

30 D. When an employee covered by this Agreement is called out to
31 work on a holiday, he will be paid not less than four (4) hours pay at
32 the applicable overtime rate unless the employee elects to work less
33 than four (4) hours. Holiday work may be scheduled for less than
34 four (4) hours but an employee may not be paid for less than four (4)
35 hours work at the applicable overtime rate in addition to holiday pay.
36

37 E. A holiday which falls during an employee's vacation period will
38 be compensated as a holiday. The employee's vacation credits will
39 not be charged for the holiday, however, his vacation period will not
40 be extended because of the reduced number of vacation days
41 charged. Effective, January 10, 2000, the employee may elect to be
42 paid for both the holiday and vacation day. If the employee elects to
43 be paid for both, his vacation credits will be charged.
44

45 F. Optional Banking of Holiday Hours:

1
2 At the employee's option, they may elect to be paid for holidays
3 as outlined in C. above or they may elect to bank hours as outlined
4 below. Employees may:

5
6 1. Elect to receive straight time pay for their regularly
7 scheduled hours worked on the holiday and bank the equivalent
8 holiday hours; or

9
10 2. Elect to bank holiday hours not worked in lieu of pay when
11 the holiday falls on their regular day off.

12
13 3. An employee who works the holiday on their Regular Day
14 Off (RDO) may elect to receive straight time pay for their regularly
15 scheduled hours and bank the equivalent holiday hours. For
16 example, employee scheduled to work eight (8) hours on their RDO
17 would be paid eight (8) hours straight pay and bank sixteen (16)
18 hours, totaling the equivalent of triple time pay.

19
20 4. When a holiday falls on a regular work day and the
21 employee is given the day off, he will be paid for the day and there
22 shall be no hours banked.

23
24 5. Overtime hours worked in excess of the scheduled
25 holiday shift shall be paid at the applicable rate.

26
27 G. The employee shall have the following options for use of
28 banked vacation hours.

29
30 1. Take Day at a Time vacation (DAT) time, subject to
31 management approval.

32
33 2. When the employee bids his vacation, he may elect to be
34 paid for his banked vacation hours at the straight time rate.

35
36 3. Any unused banked time as of December 31 will be added to
37 the employee's vacation accrual, not to exceed the annual accrual in
38 accordance with Article 13.B.4.

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 accordance
38 with the provisions of this Agreement but in no event shall he receive
39 less than eight (8) hours pay for each day; provided, however, that
40 the Company may schedule him to take his regular day off without
41 compensation except for the reasonable and necessary expenses
42 provided for in this Article.
43

44 F. An employee having completed a field assignment away from
45 his base Station, beyond his regular shift, shall have at least eight (8)

1 hours rest before being required to report for work. An employee
2 having completed a field assignment shall not be paid less money,
3 exclusive of expenses, then he would have received had he worked
4 his regular shift at his home base.
5

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

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

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

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

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 the
44 last day worked prior to his break in service will be credited with
45 previous Company service in the classification and his seniority date

1 will be adjusted by excluding the break in service time. All hours
2 worked by a probationary employee in a temporary position will count
3 towards completion of the probationary hours.
4

5 D. Seniority lists, showing the classification and company seniority
6 of all employees covered by this Agreement are made a part of this
7 Agreement, corrected to December 1, April 1 and August 1 will be
8 posted by January 1, May 1 and September 1 of each year at all
9 locations where employees covered by this Agreement are
10 employed. Such lists will show employee's name and classification,
11 seniority date and will be subject to correction upon protest, if
12 complaint is filed within thirty (30) calendar days after the Local Shop
13 Committee Chairman or Local designated Union representative and
14 the Company Supervisor have signed for receipt of the Seniority List.
15 Protests shall be filed through the Local Shop Committee and
16 directed to the District General Chairman and the Company
17 Personnel Department. The General Chairman and the Company
18 shall meet within ten (10) calendar days of receipt of the protest
19 resolve the protest and reply to the Shop Committee. If no protest is
20 filed within the aforementioned thirty (30) calendar days, from the
21 initial time the employee's name appears on a particular list, such list
22 shall be presumed beyond question to be correct; and no protest,
23 grievance suit, or other means shall thereafter be commenced or
24 entertained to change said date for any employee unless a
25 subsequent list alters his seniority date. The Company will supply
26 two (2) copies of the Seniority List to each Local Committee
27 Chairman and one (1) copy to the District 143 Office.
28

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

43 2. Employees who volunteer and are selected for promotion
44 on a temporary basis to supervisory or management positions within
45 the Company not covered by this Agreement, will retain and continue

1 to accrue seniority in classifications from which promoted for a period
2 not to exceed ninety (90) calendar days per calendar year from the
3 date of the promotion. During such time, he shall have the option of
4 returning to his former position under the Agreement without penalty
5 or loss of seniority.
6

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

14 F. Employees covered by this Agreement shall lose their seniority
15 status and their names will be removed from the seniority list under
16 the following conditions:
17

18 1. He quits or resigns.
19

20 2. He is discharged for cause.
21

22 3. He is absent from work for two (2) consecutive work
23 days without properly notifying the Company for the reason of his
24 absence and not then if a satisfactory reason is given for not so
25 notifying the Company.
26

27 4. He does not inform the Company in writing or by
28 telegraph of his intention to return to service within seven (7)
29 calendar days of receipt of notice offering to re-employ him.
30

31 5. He does not return to the service of the Company on or
32 before a date specified in the notice from the Company offering him
33 re-employment which date shall not be prior to fifteen (15) calendar
34 days after sending such notice. The date of re-employment may be
35 earlier if mutually agreed by the employee accepting recall and the
36 Company. However, this paragraph will not apply to work offers of
37 less than ninety (90) calendar days.
38

39 6. All notices required to be sent under this section shall be
40 sent by registered mail, return receipt requested, to the employee at
41 the last address filed by him with the Personnel Department;
42 provided however, there shall be no duty on the part of the Company
43 to send a notice to a laid off employee unless said employee shall,
44 when laid off, file his address with the Personnel Department of the

1 Company and shall there-after promptly advise the Company of any
2 change of address.
3

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

19 H. Employees who have given long and faithful service in the
20 employ of the Company and who, because of their age, have
21 become unable to handle their normal assignments, will be given
22 preference for such other available work as they are able to handle.
23

24 I. Employees successfully bidding on higher classifications shall
25 retain and accrue seniority in classifications from which promoted.
26

27 J. When it becomes necessary to reduce the number of
28 employees in any classification covered by this Agreement, the
29 Company will reduce the employees in that classification with the
30 least seniority at the affected station in any given shop or bid location.
31 In the event of the lay off of employees who have completed their
32 probationary period, two (2) calendar weeks' notice shall be given by
33 the Company, or pay in lieu thereof, with a copy of such notice
34 furnished to the Local Shop Committee and to the District 143 Office.
35 If employment is temporarily interrupted because of a strike or
36 picketing of Company premises, an act of God, a national war
37 emergency, revocation of the Company's operating certificate(s), or
38 grounding of the carrier's aircraft by government order, the two week
39 notice will not apply. The employee affected must within seven (7)
40 calendar days give written notice to the Company and the Union
41 exercising his seniority in the following manner or his name shall be
42 stricken from all seniority lists.
43

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

1
2 2. If unable to exercise his seniority at his station in his
3 classification, he must further exercise his seniority by electing one of
4 the options outlined below.
5

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

8
9 b. Displace the most junior employee in any lower
10 classification in which he holds seniority at any bid location at his
11 station. Or;

12
13 c. If unable to exercise his seniority in any lower
14 classification in which he holds seniority at any bid location at his
15 station, he may displace the most junior employee at any station on
16 the system in any lower classification in which he holds seniority.

17
18 d. Go on layoff status at the station where affected by
19 a reduction in force, providing he has exercised seniority to the fullest
20 extent possible in any classification at his station in which he holds
21 seniority. An employee who is able but elects not to exercise
22 seniority in a lower classification at his station may elect to go on a
23 layoff status and shall lose severance pay and seniority in all lower
24 classifications.
25

26 3. Regarding Displacement;

27
28 a. Full time employees shall have the right to displace
29 part-time positions in the event of layoff, but shall not be required to
30 do so. However, once an employee takes a station furlough, that
31 employee will not be permitted to change his mind later and bump a
32 junior part time employee.
33

34 b. Part-time employees may accept a station layoff in
35 lieu of either bumping into a full time position or filling a full time
36 vacancy.
37

38 Regarding Recall;

39
40 c. Prior to hiring part-time employees, furloughed
41 employees (full and part-time) must be offered the positions.
42

43 d. Furloughed part-time employees must accept part-
44 time openings at their stations or forfeit seniority.
45

1 e. Full time employees on furlough need not accept
2 part-time openings.
3

4 4. An employee electing to go on layoff status, must at the
5 time of layoff file a preference bid indicating where they will accept
6 recall. Failure to file shall result in forfeiture of seniority. The
7 employee may also, at the time of layoff, submit a preference bid for
8 any other classification, status, bid location or station.
9

10 5. Any bid location where employees have been displaced
11 by other employees exercising their seniority under paragraph J. will
12 be required to realign in accordance with the procedures outlined in
13 Article 5, paragraph E. Movement between full time and part-time
14 positions shall be by preference bid or shift realignment.
15

16 6. Employees given layoff notice and accepting a layoff at
17 their station will be required to inform the Company, by preference
18 bid, and the Union in writing if they will accept re-employment of less
19 than ninety (90) calendar days. An employee will be allowed to
20 change his intentions with another preference bid mailed prior to the
21 mailing date of the letter from the Company offering re-employment.
22

23 7. An employee electing options 2.b. or 2.c. above shall
24 retain and accrue seniority in all classifications from which laid off or
25 displaced, but will be required to accept recall in his classification at
26 the station from which he was laid off or displaced. An employee
27 electing 2.d. above shall accrue seniority in all classifications in which
28 he retains seniority.
29

30 8. Employees electing to exercise any of the above options
31 will not be permitted to displace a junior employee at some later date.
32

33 9. Employees laid off will continue to accrue seniority in all
34 classifications from which laid off up to five (5) years, provided he
35 abides by Paragraphs 2 or 3 above.
36

37 K. 1. In the event of a major reduction in force, making the
38 normal furlough process operationally unmanageable, the Company
39 and Union will meet and mutually agree upon a procedure to facilitate
40 the orderly assimilation of those employees. The primary objective
41 being to protect the affected employees seniority rights while
42 assuring sufficient staffing levels for uninterrupted operations.
43

44 2. In the event of the geographical relocation in whole or in
45 part of any of the work performed by any of the employees covered

1 by this Agreement, the employees affected will have the option of
2 following the work or exercising their seniority rights as provided for in
3 Paragraph J. above. If, in the event of a geographical relocation,
4 insufficient people transfer to such jobs, the remaining vacancies will
5 be bulletined in accordance with the Agreement.
6

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

26 2. Former IAM MRP employees now covered by the AMFA
27 Technician & Related Crafts Employees collective bargaining
28 agreement, shall lose their seniority in all classifications covered
29 under the Ramp Service & Stores Agreement and their names will be
30 removed from the seniority list in accordance with this paragraph.
31
32

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 may specify part-time,
6 full-time, shift and days off. An employee filing a preference bid for a
7 position in which he holds seniority is not required to list any
8 qualifications. The preference bid may be submitted at any time to
9 the local manager or his designee at which time the bid will be
10 time/dated and shall become effective five (5) days after the
11 time/date.
12

13 1. The Company will implement, as soon as practical but
14 within one (1) year after January 10, 2000, a centralized bidding
15 procedure. All preference bids will be awarded by using this
16 procedure. Prior to implementing any such change, the Company will
17 publish instructions at all locations explaining the procedures of the
18 new system.
19

20 2. Preference bids may be withdrawn at any time. The
21 procedure for withdrawal will be the same as for filing in A. above.
22 The withdrawal will be effective immediately when submitted to the
23 local manager or his designee, at which time the withdrawal will be
24 time/dated. Employees with bids on file must renew them by January
25 15 of each year to keep them valid. If an employee refuses to accept
26 a preference bid award, he will not be awarded another preference
27 bid for a period of six (6) months.
28

29 3. Preference bids shall be utilized for bidding station to
30 station (e.g., Anchorage Ramp to Seattle Ramp, Anchorage Ramp to
31 Seattle Stores); within same station between classifications (e.g.,
32 Seattle Ramp to Seattle Stores); between bid locations within the
33 same classification at the station (e.g., Seattle Air Freight to Seattle
34 Line); and from furlough to a vacancy. Preference bids will be used
35 to fill vacancies to and from full time and part time positions.
36 Movement between full time and part time positions within a bid
37 location, will also be allowed on a shift realignment, however, such
38 movement will not require use of a preference bid. Preference bids
39 shall not be used for bidding days off, shifts or starting times within a
40 bid location.
41

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

1
2 5. Vacancies projected to be ninety (90) days or longer in
3 the classifications covered by this Agreement shall be awarded to
4 those employees who have a valid preference bid on file for the
5 vacancy.
6

7 6. "Vacancy" for the purpose of this Article 10 shall be
8 defined as an open position established by the Company which
9 resulted from either an employee leaving a bid location or an
10 increase in the number of employees at a bid location.
11

12 7. New employees may not submit preference bids during
13 their probationary period.
14

15 8. Preference bids shall be made out in triplicate, on a
16 standard form supplied by the Company, signed by the employee,
17 time-stamped and initialed by the receiving Company representative.
18 The original of the preference bid and the duplicate will be retained
19 by the Company, the triplicate retained by the employee. The
20 employee may give a copy to his local Union representative. If the
21 Union questions a bid award, it may review all preference bids on file
22 for that position.
23

24 9. No bid on file shall be altered in any way. Changes shall
25 be made by submitting a new bid.
26

27 10. If an employee is, on the same day, awarded two (2) or
28 more awards by preference bid and accepts a vacancy and thereby
29 rejects other bid awards, he will not be restricted from filing additional
30 preference bids as set forth in A.1., above.
31

32 11. Within ten (10) days, the Company shall post at each job
33 location a notification showing the name and seniority date of the
34 employee awarded the preference bid. The award shall remain
35 posted for five (5) days.
36

37 B. All vacancies in classifications covered by this Agreement at
38 any new station, or classifications not currently utilized at a station,
39 shall be bulletined at all stations where employees covered by this
40 Agreement are employed. The bulletin shall state the number of
41 vacancies to be filled, the classification of the job, the station, the
42 qualifications for the job, duties to be performed, the place where
43 bids are to be sent, and the last date on which they will be submitted.
44 Such date will be a minimum of seven (7) days after the bulletin is
45 posted. Any employee selected to fill such a vacancy shall be

1 available to begin the assignment within the maximum of ten (10)
2 days after being released from his job. An employee may, at his
3 option, utilize earned vacation (excluding Article 13, paragraph C.5.
4 to defer loss of pay during the ten (10) days). Employees who are on
5 vacation when a job is bulletined will be allowed to bid on the position
6 within three (3) days after their return to work.

7
8 C. Ability, plus classification seniority shall govern when filling
9 vacancies.

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

31
32 2. A successful bidder entering into a classification, whose
33 employment in that classification is interrupted because of reasons
34 other than an inability to demonstrate the "ability to perform the
35 work," as provided in paragraph D.1., will retain, but not continue to
36 accrue this classification seniority for a period of eighteen (18)
37 months. However, such seniority accrual will not be awarded until he
38 has successfully completed the accumulative 480 hours worked for
39 this trial period, at which time his classification seniority will be
40 adjusted to reflect all hours worked.

41
42 E. During the interim required to fill a vacancy, the Company may
43 select an employee to fill the vacancy temporarily. Employees
44 temporarily transferred from their regular work to the work of any
45 other classification covered by this Agreement shall receive their

1 regular rate of pay or the minimum rate of the classification,
2 whichever is higher, for performing such work.
3

4 F. In the case of vacancies not expected to exceed ninety (90)
5 calendar days or vacancies of less than ninety (90) calendar days
6 when an employee will not accept recall as provided in Article 19.F.,
7 the Company may select an employee to fill this vacancy on a
8 temporary basis. The selection will be based on seniority and ability
9 insofar as practical. At the end of ninety (90) calendar days the
10 vacancy will be awarded in accordance with Paragraph A.5. above.
11

12 G. An employee under this Agreement assigned to a temporary
13 job under Paragraphs E. and F. of this Article shall, upon such
14 discontinuance of such temporary job, be returned to the job in his
15 former classification and bid location that his seniority entitles him.
16

17 H. In the event a vacancy in a classification covered by this
18 Agreement exists at any location on the Company's system and no
19 qualified employees bid, the Company may, at its discretion, hire a
20 new employee or offer the position to any existing employee.
21

22 I. When an employee has been transferred (not furloughed) or
23 hired to fill a vacancy, he shall not be entitled to receive an award of
24 a preference bid to a different station for a six (6) month period,
25 unless he is bidding into a higher classification or a newly opened
26 station.
27
28

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 Absence
18 in writing for a period not in excess of ninety (90) days. Under such
19 Leaves the employee shall retain and continue to accrue seniority.
20 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 not in the public eye will be allowed to work through their
35 seventh (7) month and may be allowed to work further with the
36 Company's and the Employee's physician's consent. Employees who
37 are required by their physicians not to work will be considered on
38 Medical Leave of Absence during pregnancy. Employees who are
39 granted Leave will be required to return to work within sixty (60) days
40 after the birth of the child, or of a miscarriage, unless an extension is
41 granted. Said extensions may not exceed an additional thirty (30)
42 days. At the conclusion of her Leave the employee will be returned
43 to her former position unless it has ceased to exist or is filled by a
44 more senior employee who has exercised displacement rights, in

1 which case the employee will exercise her seniority in accordance
2 with the terms of the Agreement. Employees who are granted
3 maternity leave shall retain but not accrue seniority for the period of
4 her Leave in excess of ninety (90) days.
5

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

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

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

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

34 The employee will continue to receive pass privileges, as
35 provided for all other employees covered by the Agreement.
36

37 The employee will be permitted to continue in the group
38 hospitalization, dental and life insurance programs providing the
39 employee reimburses the Company for the actual premium cost.
40

41 The employee will retain all accrued sick and
42 occupational injury time which he has in accrual at the
43 commencement of the Leave of Absence.
44

1 The employee will be permitted to continue in the
2 Pension Plan and the following shall apply:

3
4 a. Seniority for vesting purposes shall continue.

5
6 b. The employee will be permitted to contribute to the
7 Plan on a yearly basis in an amount which would continue his
8 benefits at the same rate as if he were not on Leave of Absence.

9
10 All vacation in accrual at the time of Leave of Absence
11 commences will be paid to the employee, at his rate of pay, on a
12 special check issued within two (2) weeks after the Leave
13 commences. Upon the employee's return to the service of the
14 Company, the employee will accrue vacation credit in accordance
15 with his length of service.

16
17 Thirty calendar days after termination of the employment
18 with the Union, the employee shall report for work or forfeit his
19 seniority.

20
21 H. Employees covered by this Agreement shall, upon returning
22 from an authorized Leave of Absence or extension thereof, be
23 returned to the bid location from which they left and to the position
24 (shift and days off) they held at the time they left on Leave of
25 Absence. If there is a shift realignment during the time of the
26 employee's Leave of Absence, it is the obligation of the employee to
27 keep his manager/supervisor informed of his preference for
28 position(s). Failure to do so will result in the employee, upon return,
29 being assigned to a position (shift and days off) until the next shift
30 realignment.

31
32 I. Any employee covered by this Agreement who engages in
33 gainful employment while on Leave of Absence without prior written
34 permission from the Company and Union, except employees on
35 special assignments in the interests of the Company, shall be
36 deemed to have resigned from the Company's service and his name
37 will be stricken from the seniority roster.

38
39 J. Paid Union Leave Program (P.U.L.P.)

40
41 Employees who lose time due to being released from duty for
42 authorized Union business will be paid for the time lost for which they
43 had been scheduled to work and the Company will bill the Union for
44 the time lost as a result of such release.

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

7
8 2. The employees on Union business will continue to
9 receive and accrue all employee benefits at the same rate as if they
10 were on the job. Benefits include sick leave accrual, vacation
11 accrual, retirement, life/medical insurance, 401(k) and other
12 applicable benefits, including seniority as well as pass privileges.
13 Employees covered by this paragraph shall be considered active
14 employees.

15
16 3. Employees on the Union Negotiating Committee will be
17 covered under this paragraph. While in negotiations, members of the
18 Union Negotiating Committee will be on Union business. Employees
19 covered under this paragraph J.3. will be considered on day shift with
20 Saturdays and Sundays off during periods of actual negotiations or
21 voting in conjunction with negotiations. Their work week will start and
22 end at midnight between // Fridays and Saturdays. However, if the
23 negotiations are scheduled for more than thirty (30) days apart, the
24 employee should return to his normal work schedule.

25
26 4. Authorized leaves for Union business shall only be
27 requested by the General Chair or his designee and a copy of the
28 Company's billing to the Union will be furnished by the Company to
29 the General Chair. The Staff Vice President of Labor Relations must
30 be advised in writing by the General Chair to request Union leaves.

31
32 K. During periods of furlough, consideration will be given to
33 requests for leaves of absence in lieu of furlough from senior
34 employees, when granting such leaves will result in the retention of
35 qualified junior employees.
36

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 b. Qualifications

41 c. Completion of a Company and Union generated
42 Training Skill test
43
44
45

- 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.
5
- 6 4. For his performance of training duties, a trainer will be
7 paid the training differential over and above his normal rate of pay.
8
- 9 5. While performing the training duties, trainers will
10 continue to accrue seniority in their classification(s).
11

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 2. Employees who have completed thirty (30) years of
22 service as of March 31, 1985, shall continue to accrue vacation at a
23 rate of 23.33 hours per month.
24

25 3. No vacation shall be accrued in any calendar month that
26 an employee is on layoff, work stoppage, personal leave of absence,
27 extended military leave or suspension for a period exceeding fifteen
28 (15) calendar days. Vacation shall continue to be accrued for periods
29 of up to ninety (90) consecutive calendar days when an employee is
30 absent due to sick leave, workmen's compensation, medical leave of
31 absence, union leave of absence and special leaves granted by the
32 Company in cases of death, serious illness or emergency conditions
33 within an employee's immediate family or in the special interest of the
34 Company; further provide that such periods will be treated individually
35 and shall not be accrued as a total in regard to the ninety (90) days
36 limitations.
37

38 4. Employees shall accrue no more than three (3) years
39 annual vacation subject to the provisions of Paragraphs D.1. and D.2.
40 of this article.
41

42 C. Vacation Scheduling/Bidding
43

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

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

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

40
41 3. No more than three (3) vacation periods may be taken in
42 a calendar year nor may a vacation period include less than five (5)
43 days unless extenuating circumstances exist and supervisory
44 approval is given or as set forth in Paragraph C.5. of this Article.
45 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 set
14 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 no
19 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
5 taken prior to the end of the following calendar year. If a vacation
6 period is canceled in writing by the Company, at least two (2) weeks
7 notice must be given, except in the case of an emergency as set
8 forth in Article 4, E. The employee must submit his time card(s)
9 covering his vacation period at least two (2) weeks in advance of the
10 start of the 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 period,
22 in order of Company seniority. A notice of the vacated period will be
23 posted and employees must notify their supervisor of their desire for
24 the vacated period within seven (7) days of the posting. If not
25 selected within seven (7) days, it will be considered an open period
26 available to the first employee who requests it within the bid group.
27 Vacation periods which in turn are vacated by this procedure will
28 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 H. At the time the employee is given a lay off notice, he or she
2 may notify the Company, in writing, within seven (7) calendar days if
3 he desires to receive his vacation pay. If no notice is given he will
4 receive payment for accrued vacation at the first pay period occurring
5 90 days after the last day worked.
6
7

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, however,
12 they will accrue during this period and will be credited retroactively
13 after completion of their probation. Sick leave may be accrued at the
14 rate of eight (8) hours per month as set forth above up to a maximum
15 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, except that the first day of
19 absence due to illness shall not be compensated if the employee is
20 on "sick leave watch" as set forth in Article 14, paragraph C.2. unless
21 the employee is hospitalized. When such sick leave is granted, the
22 number of days paid for by the Company will be charged against the
23 number of days credited to an employee. Once the employee returns
24 to work, one day for each month of continuous service shall again be
25 credited to the employee until the total credit again equals one
26 thousand six hundred fifty (1,650) hours.
27

28 3. Sick leave may be retained but not accrued during layoff
29 or leave of absence providing such layoff or leave of absence does
30 not exceed two (2) years.
31

32 4. On a quarterly basis, sick leave accrual and usage will
33 be made available for each employee at the manager's office for the
34 employee to review.
35

36 B. Sick Leave Pay
37

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

1
2 2. All sick leave time granted shall be considered the same
3 as time worked for the purpose of overtime pay.
4

5 3. Employees will be required to request payment for sick
6 leave or injury in writing on the time card and/or form provided by the
7 Company. Such sick leave with pay will be granted only in case of
8 actual sickness or injury. No paid sick leave will be granted for injury
9 or sickness resulting from attempted suicide, the abuse of drugs or
10 alcohol, except where the sick leave is requested to complete a
11 Chemical Dependency Program .
12

13 4. Routine dental and physical examinations will not be
14 considered a basis for paid sick leave. However, one (1) day per
15 twelve (12) month period will be granted for an annual physical
16 examination, provided the employee substantiates the usage with a
17 doctor's slip, and has given at least five (5) days advance notice to
18 his immediate supervisor.
19

20 5. Only days absent due illness of the employee shall be
21 paid for from such allowed sick leave, except that sick leave of up to
22 four (4) days in each calendar year will be allowed an employee due
23 to serious illness or hospitalization of his or her spouse or dependent
24 child where he can show that such leave is necessary. Serious
25 illness shall be defined as those situations where the spouse or
26 dependent child is medically incapacitated and shall be considered to
27 mean time for the employee to care for the spouse or dependent
28 child. The Company may require verification in writing of such
29 incapacitation. The four (4) days in each calendar year for children
30 may be expanded by Company policy or law. (For current
31 information on Company policy, please contact Employee Benefits-
32 SEAHB.)
33

34 C. Sick Leave Reporting 35

36 1. Employees shall report to their supervisor that they are ill
37 and unable to work at least two (2) hours prior to the start of their
38 shift, if at all possible (i.e. employee injured on way to work, unable to
39 communicate).
40

41 2. For any absence due to illness for a period of three (3) or
42 more days, the employee may be required to furnish the Company a
43 doctor's verification in writing. Any employee, who has used seven
44 (7) or more days of absence, due to illness, not including
45 hospitalization, within a twelve (12) month period may then be

1 required to substantiate any further absence, due to illness, with a
2 doctor's verification in writing of treatment. For the purpose of
3 accruing the seven (7) days, set forth above, an absence three (3) or
4 more days, due to illness which has been substantiated by a doctor's
5 verification in writing shall be counted as a single day. Also,
6 absences attributable to annual physical examinations, death(s) in
7 the immediate family or absences on days in which the employee
8 starts his shift and leaves due to illness will not be counted. The
9 notice of the requirement for a doctor's verification in writing must be
10 on an individual basis prior to further sick leave. A doctor's
11 verification shall be accepted as justification for sick leave usage.
12

13 3. The Company shall have the privilege of investigating the
14 circumstances of any absence due to illness or injury. Any fraudulent
15 absence shall be cause for discipline up to and including dismissal.
16 Any employee remaining at his residence or a hospital during the
17 period shall be deemed to be sick unless found otherwise by
18 registered medical personnel.
19

20 D. Occupational Injury Leave

21
22 1. Each employee covered by this Agreement shall, on an
23 annual non-cumulative basis, be awarded occupational injury leave to
24 be utilized in the event of absence due occupational injury or illness
25 during that calendar year. Full time employees shall receive one
26 hundred twenty (120) hours and part time employees shall receive
27 eighty (80) hours.
28

29 2. The leave shall be expended on the basis of hourly
30 increments for time absent from work and shall compensate the
31 individual for the difference between Workmen's Compensation and
32 regular straight time rate (including licenses and longevity, but
33 excluding overtime).
34

35 3. After the exhaustion of said leave, an employee may
36 utilize accumulated sick leave on a prorata basis.
37

38 E. The employee and the Union recognize their obligations to
39 prevent absence for other reasons than illness and injury or other
40 abuses of sick leave privileges, and pledge their wholehearted
41 cooperation to the Company to prevent abuse.
42

43 F. If the Company, at any time at its discretion, grants additional
44 sick leave or assistance to any employee, it shall not constitute a

1 precedent requiring additional sick leave or assistance in any other
2 case.

3
4 G. Employees will be allowed to use forty (40) hours sick leave
5 with pay or, for part time employees, the number of hours in their
6 current scheduled work week, when it is necessary for the employee
7 to be absent due to a death in the immediate family. Immediate
8 family shall be defined as father, mother, spouse, sister, brother,
9 child, mother-in-law or father-in-law of the employee.

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 (3)
12 members elected by the local membership. This committee will deal
13 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 other
20 party advised through written notice of any change in authorized
21 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. For the presentation and adjustment of disputes or grievances
32 not involving discipline covered by Paragraph C. of this Article // the
33 following procedure will apply.
34

35 Step 1. Any employee or employees having a complaint or
36 grievance in connection with the terms of this Agreement shall within
37 fourteen (14) calendar days of the occurrence, or fourteen (14)
38 calendar days of reasonable first knowledge thereof, present his
39 claim or grievance to his shop steward and immediate supervisor on
40 a standard grievance form, the parties shall meet, and every effort
41 shall be made to arrive at a satisfactory adjustment of same. The
42 immediate supervisor will give his decision in writing to the Shop
43 Steward and Grievant within seven (7) calendar days. Should the
44

1 immediate Supervisor fail to respond within seven (7) calendar days,
2 the grievance will automatically proceed to Step 2.
3

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

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

25 C. In the case of action involving discharge, suspension, or
26 discipline to the extent of loss of pay, the following procedure shall
27 apply:
28

29 1. No employee who has completed his probationary
30 period will be disciplined to the extent of loss of pay, suspended or
31 discharged without first being advised of the charges and extent of
32 discipline, in writing, with a copy to the Local Union representative
33 within fourteen (14) calendar days of the alleged incident or fourteen
34 (14) calendar days of reasonable first knowledge of the incident. Not
35 later than five (5) calendar days after receipt of the above notice, the
36 employee may request a hearing and such hearing will be conducted
37 not later than five (5) calendar days after the employee's request.
38 The employee may be represented at such hearing by the Local
39 Committee and/or the Union General Chair or his designee. The
40 Company representative conducting such hearing shall not be the
41 person preferring the charges. Oral and written evidence may be
42 introduced at such investigations and hearings and witnesses may be
43 required to testify under oath. In case of hearing involving an
44 employee's past record the employee and the Union may examine
45 the employee's personnel record prior to such hearing. During the

1 above procedure the employee may be held out of service pending
2 the decision of the hearing, such action to be without loss of pay if the
3 decision does not result in removal of the employee from the payroll.

4
5 2. Within seven (7) calendar days after the close of such
6 hearing, the Company shall render its decision in writing and shall
7 furnish the employee and his accredited Union Representative a copy
8 thereof. If the decision reached as a result of the hearing is not
9 satisfactory or if the decision is not forthcoming within the seven (7)
10 calendar day period, the case may then be processed in accordance
11 with the grievance procedure beginning with Step 3 as outlined in
12 Paragraph B. above.

13
14 D. If any dispute is settled in any of the steps as outlined in
15 Paragraphs B. or C. above, the Union shall so advise the Company,
16 in writing, within seven (7) calendar days of the receipt of said
17 decision.

18
19 E. When it is mutually agreed that a stenographic report is to be
20 taken by a public stenographer of any investigation or hearing
21 provided for in this Agreement the cost will be borne equally by both
22 parties to the dispute. When it is not mutually agreed that a
23 stenographic report of the proceedings be taken by a public
24 stenographer, the stenographic record of any such investigation or
25 hearing may be taken by either of the parties to the dispute. A copy
26 of such stenographic record will be furnished to the other party to the
27 dispute upon request at pro rata cost. The cost of any additional
28 copies requested by either party shall be borne by the party
29 requesting them whether the stenographic record is taken by mutual
30 agreement or otherwise.

31
32 F. In cases involving discipline, the Company shall have the right
33 to hold an employee out of service pending a hearing, such time to
34 be compensated for at the employee's normal rate should the
35 hearing or subsequent steps result in reinstatement without loss of
36 pay.

37
38 G. The time limits set forth in this Article may be extended by
39 mutual agreement.

40
41 H. Non-compliance with the time limits set forth in the grievance
42 procedure as outlined shall result in the granting of the grievance, if
43 by the Company, and the denial of the grievance if by the Union or
44 the aggrieved, except as provided for in Paragraphs B., Step 1,

1 concerning response within seven (7) calendar days, and C.2.
2 (above).
3

4 I. 1. Stewards and local Union Committeemen will be
5 permitted, after reporting to their foreman or supervisor, a reasonable
6 amount of time during working hours to investigate, prepare and
7 present grievances without loss of pay. In the event it is necessary to
8 go to another shop they will report in with the foreman or supervisor
9 of the other shop.

10
11 2. In cases involving suspension(s) or discharge(s) the
12 Shop Committee that normally handles grievances for locations and
13 stations will be afforded all rights as outlined in Paragraph I.1. above.
14 The Company will provide space available business passes.
15

16 J. Necessary hearings and investigations called by the Company
17 shall, insofar as possible, be conducted during regular business
18 hours and all stewards, local committeemen and witnesses
19 necessary for a proper hearing or investigation will be compensated
20 at straight time rate for all time spent attending such hearing or
21 investigation.
22

23 K. Disciplinary letters not involving a suspension in an employee's
24 personnel file will be removed from the personnel file and will not be
25 utilized for the basis of further disciplinary action if there have been
26 no further discipline letters within one (1) year. All letters of discipline
27 in an employee's personnel file will become null and void and
28 removed from the personnel file if a two (2) year period has passed
29 during which the employee receives no additional disciplinary letters.
30

31 L. 1. Rejected offers made by the Company or the Union for
32 settlement of employee complaints and grievances will be of no value
33 and will be inadmissible in any grievance or System Board of
34 Adjustment hearing.
35

36 2. Settlements of complaints and grievances will not, unless
37 expressly so stated in writing and approved by IAM District No. 143
38 and the Company, be of any value in the interpretation of this
39 Agreement, nor will they set or be of any value as precedent for the
40 handling of other similar matters, and they will be without prejudice to
41 either the position of the Company or the Union on the issues raised.
42

43 3. This paragraph, "L.", shall not apply to System Board
44 decisions.
45

1 M. Prior to taking any action under this Article, the Company may
2 withhold an employee from service without loss of pay.
3

4 N. If at any time during an investigation the Company interviews
5 an employee, and the subject of that interview may lead to discipline
6 or discharge of that employee, he may request the presence of the
7 shop steward during that interview. If the shop steward is not
8 available, a union appointed alternate may act in his place.
9
10

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 of
6 adjusting and deciding disputes or grievances which may arise under
7 the terms of this Agreement, and which are properly submitted to it
8 after exhausting the procedure for settling disputes, as set forth in
9 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 143 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 paragraph
23 H. below. If either party shall fail to appear, the grievance shall be
24 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 Mediation
38 Board for a list of five (5) neutrals for each vacant position. The
39 parties shall alternately strike each list to fill each vacant position.
40

41 C. The Board shall have jurisdiction over disputes between any
42 employee or employees covered by this Agreement and the
43 Company growing out of grievances or out of interpretation or
44 application of any of the terms of this Agreement. The jurisdiction of
45 the Board shall not extend to proposed changes in hours of

1 employment, basic rates of compensation or working conditions
2 covered by this Agreement or any Amendment hereto.
3

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

10 E. All disputes properly referred by the Union to the Board for
11 consideration shall be filed with the Company's Vice President in
12 charge of Labor Relations by a Notice of Appeal which must be
13 postmarked within thirty (30) days after final decision in the last step
14 of the grievance procedure set forth in Article 16. A copy of the
15 submission as defined below will be included with the notice of
16 appeal sent to the Company's Vice President in charge of Labor
17 Relations. All disputes properly referred by the Company to the
18 Board for consideration shall be filed with the President/General
19 Chair of District Lodge #143 by a Notice of Submission which must
20 be postmarked within thirty (30) days after the Vice President in
21 charge of Labor Relations knew or should reasonably have been
22 expected to know of the cause giving rise to the dispute. The party
23 referring the dispute will submit to the Board a statement of the case
24 which shall include:
25

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

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

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

44 H. 1. The Company and the Union shall meet yearly, during
45 the first week of October, to agree upon the selection of five (5)

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

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

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

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

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

42 J. The Board shall maintain a complete record of all matters
43 submitted to it for its consideration and of all findings and decisions
44 made by it.
45

1 K. Each of the parties hereto will assume the compensation,
2 travel expense and other expenses of the Board members selected
3 by it.

4
5 L. Each of the parties hereto will assume the compensation,
6 travel expense and other expenses of the witnesses called or
7 summoned by it. Witnesses who are employees of the Company
8 shall receive free transportation over the lines of the Company from
9 the point of duty or assignment to the point at which they must
10 appear as witnesses and return, to the extent permitted by law.

11
12 M. The Company Board member and the Union Board member,
13 acting jointly, shall have the authority to call witnesses and to incur
14 such other expenses as in their judgment may be deemed necessary
15 for the proper conduct of the business of the Board, and such
16 expense shall be borne one-half (1/2) by each of the parties hereto.
17 Board members who are employees of the Company shall be
18 granted necessary leaves of absence for the performance of their
19 duties as Board members. Board members shall be furnished free
20 transportation over the lines of the Company for the purpose of
21 attending meetings of the Board, to the extent permitted by law.

22
23 N. It is understood and agreed that each Board member shall be
24 free to discharge his duty in an independent manner, without fear that
25 his individual relations with the Company or with the Union may be
26 affected in any manner by any action taken by him in good faith in his
27 capacity as a Board member.

28
29 O. Either party may withdraw a grievance at any time, and this
30 shall not set a precedent on the merits of grievances filed in the
31 future on a similar matter.

32
33 P. All time limits in this Article are calendar days and may be
34 extended due to a substantiated emergency such as an accident,
35 death, or serious illness, or by mutual agreement in writing.

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. //
42

43 Safety Committee meetings shall:

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

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

8
9 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 2. The Company shall review and evaluate the Safety Committee's
23 recommendations. It shall be the duty of the Safety Committee to
24 determine if applicable State and Municipal safety and sanitary
25 regulations are complied with, and to make recommendations for the
26 maintenance of appropriate safety and sanitary standards.

27
28 E. The Company shall furnish all necessary safety devices for
29 employees working on hazardous or unsanitary work, and employees
30 will be required to wear such devices in performing such work. The
31 Company will make hearing protectors and knee pads available to all
32 employees, and the Company will pay for half the cost.
33 Replacements will be provided at half cost to the employee upon his
34 turning in the worn out or damaged equipment.

35
36 F. The Company will furnish appropriate aprons, overshoes and
37 gloves to all employees required to work with acids and chemicals
38 that are injurious to clothing while such employees are engaged in
39 such activities, and employees will be required to wear such
40 equipment.

41
42 G. Employees injured while at work shall be given medical
43 attention as promptly as reasonably practical. The Company shall

1 arrange and pay for round trip transportation to a medical treatment
2 center whenever necessary.
3

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

8 In Seattle:

9 3 Arctic Parkas - two large, one medium
10 3 Pair Insulated Boots - one large, two medium

11 In Anchorage:

12 3 Arctic Parkas - two large, one medium
13

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

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

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

38 K. When employees work on, load, unload or examine aircraft in
39 the presence of dangerous materials or devices (e.g. bomb threats,
40 hijackings), the Company shall provide hazardous duty life insurance.
41 The insurance coverage shall be up to \$200,000 per life with a
42 maximum of \$1,000,000 total coverage per accident, (e.g. if five (5)
43 lives are lost in a single accident, the coverage is \$200,000 per life; if
44 ten (10) lives are lost, the coverage is \$100,000 per life).
45

1 L. The Company may establish reasonable personal standards
2 for appearance and safety.
3
4

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 set
8 out in paragraphs B. through F.
9

10 B. Service Requirement

11 If employee has completed:	12 He shall receive:
13 2 yrs but less than 3 yrs of service	14 2 weeks severance allowance
15 3 yrs but less than 4 yrs of service	16 3 weeks severance allowance
17 4 or more years of service	18 4 weeks severance allowance

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

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

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

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

1 ARTICLE 20, RETIREMENT PLAN
2

3 A. RSSA employees hired before DOS:
4

5 1. RSSA employees hired before DOS will be given the
6 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,
12 including participation in the Retirement Plan for
13 RSSA Employees, and the current matching
14 provisions under the COPS, MRP, Dispatch
15 401(k) Plan providing a 50% company matching
16 contribution (in Alaska Air Group stock) of up to
17 the first 6% of participant’s pre-tax contributions
18 (maximum company matching contribution is 3%
19 of eligible compensation); or
20

21 b. Freezing participation in the Retirement Plan for
22 RSSA Employees as of December 31, 2007 and
23 becoming eligible for an enhanced company
24 contribution under the COPS/MRP/Dispatch 401
25 (k) plan beginning January 1, 2008 that will
26 provide a company contribution of 4% of eligible
27 compensation in cash plus 50% company
28 matching contributions in cash of up to the first
29 4% of participant’s pre-tax contributions
30 (maximum company contribution, including
31 match, is 6% of eligible compensation).
32 Participants who choose this option will receive
33 no additional credited service in the MRP
34 Retirement Plan after December 31, 2007.
35
36

37 B. RSSA Employees hired on or after DOS:
38

39 1. RSSA Employees hired on or after DOS will be
40 eligible to participate in the COPS/MRP/Dispatch 401 (k)
41 Plan with the enhanced company matching contribution as
42 described in A.2. above. Those employees will not be eligible

1 to participate in any company-sponsored defined pension
2 plan.

3
4 2. The Company shall provide a Retirement Plan for
5 employees covered by this Agreement. The Plan, which became
6 effective September 1, 1962, is amended as follows:
7

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

10
11 1. Employees participate after one (1) year of service,
12 retroactive to date of hire.
13

14 2. Effective November 30, 1992, benefits paid at retirement
15 age shall be one and four-tenths percent (1.4%) of the employees
16 basic monthly average wage, multiplied by the number of years of
17 service, per month, for service after March 1, 1968.
18

19 3. Effective March 1, 1981, for service prior to March 1,
20 1968 (excluding Alaska Coastal and Cordova) the benefit per
21 month/year of service for all classifications is \$20.00.
22

23 4. Effective January 10, 2000, for active plan participants
24 who are age fifty (50) and have twenty (20) years of anniversary
25 service with the Company as of January 1, 2000, benefits paid at
26 retirement age shall be as follows:
27

28 a. For service earned prior to January 1, 1999, the
29 monthly benefit shall be equal to one and eight-tenths percent (1.8%)
30 of the employee's "average pay" for the period of five (5) calendar
31 years beginning January 1, 1994 and ending December 31, 1998,
32 multiplied by "credited service" divided by twelve (12). ("Average
33 pay" for a calendar year will be the Participant's "basic hourly rate"
34 multiplied by 2080 hours.); and
35

36 b. For service earned after January 1, 1999, benefits
37 paid at retirement age shall be one and four-tenths percent (1.4%) of
38 the employees basic monthly average wage, multiplied by the
39 number of years of credited service earned after January 1, 1999.
40

41 5. a. "Basic Monthly Wage" shall be defined as the
42 employee's basic hourly rate of pay (including longevity) multiplied
43 by 173. "Basic Monthly Average Wage" shall be defined as the
44 average of the employee's basic monthly wages during his active

1 service with the Company after March 1, 1968, or after January 1,
2 1999 for the group described in C.4. above.
3

4 b. "Basic hourly rate" shall be the average
5 determined by dividing the participant's straight time earnings for a
6 plan year (including longevity where applicable) by the number of
7 straight time hours worked by the participant during such plan year.
8

9 6. Former Alaska Coastal and Cordova employees shall
10 commence their years of service effective March 1, 1968.
11

12 7. Retirement Age shall be:

13 a. Normal - 62 (not actuarially increased for later
14 retirement)
15

16 b. Early - 60 (actuarially reduced below 62)
17

18 c. Early with 6 months written notice - 55 (actuarially
19 reduced below 62)
20

21 8. Under no circumstances shall an employee receive a
22 benefit under this plan that is less than that he would have received
23 under the Agreement dated March 25, 1974.
24

25 D. A participant whose employment terminates for reasons other
26 than death or retirement after completion of five (5) years vested
27 service, shall be entitled to a deferred pension at retirement age.
28

29 E. It is hereby agreed that the full text of the Plan dated October
30 1, 1962 will incorporate the basic provisions herein outlined. A copy
31 of the Plan Document will be furnished District Lodge 143,
32 International Association of Machinists and Aerospace Workers, who
33 will be furnished with a copy of the annual actuarial report covering
34 the plan. It is understood that District Lodge #143, IAMAW, shall
35 bear no fiduciary responsibility under the plan.
36

37 F. // Information explaining the plan will be made available // to
38 all eligible employees.
39

40 G. Employees retiring may continue participating in the Group
41 Medical Plan under this Agreement for themselves and their
42 dependents at their own expense until they are eligible for Medicare.
43
44

1 H. Employees required to terminate their employment with the
2 Company due to physical disability shall be eligible for retirement
3 benefits on an actuarially reduced basis subject to the following
4 requirements:
5

6 1. Mental or psychological disorders, alcoholism, self-
7 inflicted injuries, or injuries sustained in the commission of a crime
8 shall not qualify.
9

10 2. The employee must be adjudged to be permanently
11 disabled from performing his job or any similar job within the
12 Company. If there is a dispute concerning validity of the disability
13 claim, such disability to be determined by majority vote of a panel of
14 three medical doctors; one physician to be appointed by the
15 Company, one by the Union, and the third to be jointly selected by the
16 two aforementioned physicians. The expense of the third physician
17 shall be jointly borne by the parties.
18

19 3. The employee must be fully vested as of the first day of
20 his disability. To be fully vested, an employee shall have completed
21 ten (10) years of credited service under the plan.
22

23 4. The employee shall be forty (40) years of age or older as
24 of the first day of his disability.
25

26 //

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 Dist. 143 with a list showing the
28 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

- 34 1. Notices of Union Recreational and social affairs;
- 35 2. Notices of Union elections;
- 36 3. Notices of Union appointments and results of Union
37 elections;
- 38 4. Notices of Union meetings;
- 39 5. Notices from District Lodge 143 specifically designated
40 to be posted;
- 41
- 42
- 43
- 44
- 45

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 end of
42 the first week of jury duty. Reasonable accommodation will be made
43 prior to the beginning of jury duty to ensure legal rest without loss of
44 pay. Employees agree to return to work on those days when
45 excused from jury duty prior to midpoint of their shift with the total

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

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

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

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

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

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

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

1 ARTICLE 22, INSURANCE

2
3 //

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

<u>Monthly Earning</u>	<u>Basic Life</u>	<u>Basic</u>
	<u>Insurance AD & D</u>	
<u>Less than 800</u>	<u>\$15,000</u>	<u>\$15,000</u>
<u>800 but less than 1,000</u>	<u>18,000</u>	<u>18,000</u>
<u>1,000 but less than 1,250</u>	<u>22,500</u>	<u>22,500</u>
<u>1,250 but less than 1,500</u>	<u>30,000</u>	<u>30,000</u>
<u>1,500 but less than 1,750</u>	<u>37,500</u>	<u>37,500</u>
<u>1,750 but less than 2,000</u>	<u>45,000</u>	<u>45,000</u>
<u>2,000 or over</u>	<u>52,500</u>	<u>52,500</u>

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

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

39
40 C. Long Term Disability - The Company will provide for payroll
41 deductions and onsite enrollment for an LTD program. The union
42 shall determine the design of the plan, participation requirements,
43 and will select the agent and underwriter for the Plan. The cost of the
44 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
11 1. Participation

- 12
13 a. Eligibility: All active regular full time employees,
14 and active regular part-time employees, who
15 regularly work 16 or more hours per week, their
16 spouse and dependents up to age 19 (25 if full
17 time student).
- 18
19 b. Enrollment: Effective the first day of the month
20 following one (1) month of active Company service
21 provided the employee is on active status on that
22 date.
- 23
24 c. Discontinuance: Last day of month in which the
25 employee is no longer on the payroll (except for
26 employees on Workers' Compensation as stated
27 in D.1.d below).
- 28
29 d. Employees on Workers' Compensation who have
30 expended all injury leave and sick leave as set
31 forth in Article 14, paragraph D., occupational
32 injury, shall have their group insurance
33 (medical/dental/vision and life) premiums paid by
34 the Company for a period of ninety (90) days
35 subsequent to the expiration of their injury and sick
36 leave benefits. After the above coverage has been
37 expended, the Life Insurance may be converted to
38 an individual plan within thirty (30) days and
39 Medical/Dental/Vision coverage may be continued
40 under COBRA provisions. Employees on leave of
41 absence (including medical leave) or layoff may
42 elect to continue their Group Medical/Dental/Vision

1 benefits and Life Insurance coverage by paying to
2 the Company the monthly premium covering the
3 cost of such coverage according to COBRA but
4 not less than a period of up to three (3) months.

5
6 2. Contributions

7
8 a. For Plan Year 2007, monthly full-time employee
9 contributions for the PPO plan will be the lesser of:

- 10 1. 15% of the total 2007 premium, or
11 2. 15% of the total 2006 premium plus
12 15%.

13
14 b. For Plan Year 2008, monthly full-time employee
15 contributions for the PPO plan will be no more than
16 15% of the total premium and will not be increased
17 from the 2007 employee contributions by more
18 than 15%.

19
20 c. For Plan Year 2009, monthly full-time employee
21 contributions for the PPO plan will be no more than
22 18% of the total 2009 premium or 18% of the total
23 2008 premium plus 15%, whichever is lower.

24
25 d. For Plan Year 2010, monthly full-time employee
26 contributions for the PPO plan will be no more than
27 18% of the total 2010 premium and will not be
28 increased from the 2009 employee contributions
29 by more than 15%.

30
31 e. For Plan Year 2011, and extending beyond the
32 amendable date, employee monthly contributions for
33 the PPO plan will reflect the same 82%/18% cost
34 sharing, but in no event will employee monthly
35 contributions increase by more than 15% annually.

36
37 f. The amount of employee contributions required of
38 part-time employees for the Health Plan will be as
39 follows:

40
41 Average Number of Hours Percent of Health
42 Compensated Per Week in Care Premiums
43 the Prior Payroll Month Employee Pays
44

16 through 20	50%
20.1 through 30	25%
30.1 or more	Same as full time employee contribution

g. The Company will contribute the same amount towards the funding of any applicable HMO as it contributes to the same tier of coverage for the PPO plan.

3. PPO Benefit Levels - Effective January 1, 2007, co-pays, deductibles and other terms under the PPO health care plan will be fixed at the following levels:

a. In-network physician visit co-pay \$15; Plan pays remainder of the covered physician charges (no deductible). Ancillary services in-network are covered at 80% (after deductible). Plan pays 60% of reasonable and customary covered charges for out-of-network providers (after deductible).

b. Annual Deductibles:

<u>Individual In- network:</u>	<u>\$250.00</u>
<u>Family In-network</u>	<u>\$500.00</u>
<u>Individual Out of Network:</u>	<u>\$350.00*</u>
<u>Family Out of Network</u>	<u>\$700.00*</u>

* If an in-network provider is available.

c. Annual Out of Pocket Max:

<u>Individual In- network:</u>	<u>\$1500.00</u>
<u>Family In-network</u>	<u>\$3000.00</u>
<u>Individual Out of Network</u>	<u>\$3000.00*</u>
<u>Family Out of Network</u>	<u>\$6000.00*</u>

* If an in-network provider is available.

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

e. Prescription Drug Co-pays:

<u>Retail (30-day supply):</u>
<u>Generic – \$10</u>
<u>Formulary Brand Name - \$25</u>
<u>Non-Formulary Brand Name – 50% (with min. \$40/ Max. \$100)</u>

1 Mail Order (90-day supply):
2 Generic – \$20
3 Formulary Brand Name - \$50
4 Non-Formulary Brand Name – 50% (with min. \$80/
5 Max. \$200)

6
7 e. Co-insurance:

8 In-network – 80%

9 Out-of-network – 60%*

10 * If an in-network provider is available.

11
12 f. Comprehensive Medical Maximum: \$2,000,000
13 per individual lifetime.

14
15 g. Expenses for spinal manipulation shall be limited
16 to two hundred dollars (\$200) per person per
17 calendar year.

18
19 i. Hearing Aid Expenses: Limited to three hundred
20 dollars (\$300) per person per two years.

21
22 j. Inpatient and outpatient substance abuse treatment
23 expenses limited to one treatment per person per
24 lifetime at an approved treatment center,
25 maximum benefit of seven thousand five hundred
26 dollars (\$7,500).

27
28 k. Quality of Care/Cost Management Program:
29 Hospitalization expenses which are not pre-
30 certified, but determined to be medically
31 necessary, will be paid at 50%. Expenses for a
32 second opinion paid at 100%.

33
34 l. Effective January 1, 2007, a High Deductible PPO
35 plan will be
36 offered as an option, with the same plan coverage
37 and at the same monthly employee cost, as
38 offered to management employees.

39
40 4. Dental Summary
41

- 1 a. Deductible: Twenty-five dollars (\$25.00) per
2 individual, fifty dollars (\$50.00) per family unit, per
3 calendar year.
4
5 b. Co-Insurance: Plan pays 80% of usual and
6 customary charges, including prosthetics and
7 periodontal procedures.
8
9 c. Maximum: Up to \$1,500 per individual per
10 calendar year.
11
12 d. Orthodontistry: Maximum of \$2,000 lifetime per
13 individual with separate \$100 lifetime deductible
14 and 80% of reasonable and customary charges
15 paid by the Plan.
16

17 5. Vision Summary

- 18
19 a. One examination in a twelve month period; and
20 one pair of lenses in a twelve month period; one
21 frame in a twenty-four month period.
22
23 b. The plan is to provide up to \$45.00 per
24 examination.

25
26 Single vision
27 \$25.00 per pair of lenses
28 Bifocal vision
29 \$45.00 per pair of lenses
30 Trifocal vision
31 \$61.00 per pair of lenses
32 Lenticular vision
33 \$77.00 per pair of lenses
34 Contact (after operation \$101.00/per pair of
35 lenses for cataracts)
36 Contact (normal)
37 \$45.00 per pair of lenses
38 Frames
39 \$45.00
40

- 41 6. When both a husband and wife work for the Company and
42 both have elected to be covered, there shall be

1 coordination of medical/dental and vision benefits for the
2 spouses and eligible dependents if they are enrolled in
3 both employees' coverage.
4

5 E. Savings Accounts - The Company will offer the same tax
6 qualified Health Care and/or Dependent Daycare savings accounts
7 as are offered to management employees.
8

9 F. Retiree Health Care - Employees retiring may continue
10 participating in the Group Medical Plan under this Agreement for
11 themselves and their dependents at their own expense until they are
12 eligible for Medicare. If a plan participant retires on or after age 62,
13 he/she will be allowed to use up to 50% of the value of their sick
14 leave balance at the time of their retirement to pay for 50% of their
15 monthly retiree health care premiums. Upon termination of
16 employment, the retiree will have a one-time option to elect to convert
17 50% of their sick leave balance (hours) times their current hourly pay
18 rate into a "bank" from which the company will credit 50% of the
19 monthly premium for the retiree's (and eligible dependents') health
20 care coverage until that "bank" is exhausted, or until the retiree (or
21 eligible dependents) are no longer eligible for retiree health care,
22 whichever comes first. If the 50% sick leave "bank" is exhausted
23 prior to the retiree (or eligible dependents) reaching Medicare
24 eligibility, the retiree may continue retiree medical coverage until he
25 or she is no longer eligible by paying the full monthly premium.
26
27

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 all
15 wages due through the // preceding // Friday. Swing shift employees
16 shall receive their pay at the end of their shift which commences on
17 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

44 H. Where there is a shortage equal to one-half day's pay or more
45 in the pay of an employee, and such shortage is the result of a

1 Company error, a special check will be issued at the Company's
2 General Offices by the Company within four (4) accounting working
3 days after notification to the Company regarding the shortage. The
4 special check will be sent to the employee's attention at his station by
5 the fastest possible means (e.g., Gold Streak or employee pick up at
6 Payroll).

7
8 I. When an employee under this Agreement moves from a lower
9 classification to a higher classification, the employee shall be
10 assigned the base hourly rate of pay in the higher classification which
11 is equal to his rate of pay in the lower classification. If no such equal
12 rate exists, the employee shall receive the next higher rate in the
13 higher classification. Thereafter, the employee will progress on the
14 pay scale accordingly.

15
16 J. Effective January 10, 2000, leads will be paid a premium of
17 one dollar and twenty-five cents (\$1.25) per hour. For pay purposes,
18 this shall be considered as part of the basic rate for calculations.

19
20 K. This will confirm our agreement that all current employees
21 successfully bidding to the state of Alaska, on or before January 15,
22 1993 will be eligible to receive the Alaska differential. Also,
23 employees currently receiving the Alaska differential, who are
24 involuntarily required to relocate to the Lower 48, shall maintain their
25 eligibility for the Alaska differential in the event they are subsequently
26 successful in returning to Alaska. Those employees hired prior to
27 March 31, 1985 are grandfathered at the three dollars and twenty-
28 three cents (\$3.23) per hour differential and those employees hired
29 on or after March 31, 1985 but prior to November 30, 1992 shall be
30 grandfathered at the two dollar and thirty-nine cents (\$2.39) per hour
31 differential. For pay purposes, this shall be considered as part of the
32 basic rate for calculations.

33
34 L. When an employee has been designated as a non-
35 management trainer, he will receive one dollar and twenty-five cents
36 (\$1.25) per hour as a trainer premium, pursuant to Article 12. For
37 pay purposes, this shall be considered as part of the basic rate for
38 calculations.

39
40 M. Article 26 lists the pay progression steps under this labor
41 agreement for all classifications. For purposes of progressing onto
42 the next pay step in Article 26, an employee will reach the next pay
43 step by reaching his anniversary date // within his classification. This
44 wage increase anniversary date will be adjusted for any periods when

1 the employee is off payroll status for ninety (90) days or longer
2 except:
3

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

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

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

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

33 Q / / Employees under the RSSA Agreement shall continue to
34 participate in the Performance Based Pay (PBP) Plan as outlined in
35 the approved plan.
36

37 No later than thirty days (30) days after date of signing, a lump sum
38 payment equal to the differences between the profit sharing check
39 issued to each qualified employee for 2008 and the value of the
40 Company Performance Based Pay (PBP) plan that each qualified
41 employee will receive for the 2008 year will be paid to all employees
42 who received a 2008 profit sharing payment.
43

- 1 1. Effective June 1, 2010, (first day of the pay period closest to
2 June 1) the pay scales will be amended by increasing the pay
3 steps by 1.5%
- 4
5 2. Effective June 1, 2011, (first day of the pay period closest to
6 June 1) the pay scales will be amended by increasing the pay
7 steps by 1.5%
8
9

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 20, 2010, and shall remain
5 in full force for the period ending // July 19, 2012 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. Either party desiring to amend
9 or modify any provision of this Agreement shall serve notice in writing
10 on the other party at least five (5) months but not more than six (6)
11 months (between // January 19, 2012 and // February 19, 2012)
12 preceding // July 19, 2012 or // July 19 of any year thereafter;
13 specifically mentioning any amendments or modifications desired,
14 and no other provisions of this Agreement shall be affected by such
15 notice, except to the extent that other provisions must be revised to
16 conform with the amendments or modifications agreed upon. When
17 any notice of desired amendment or modifications of any provisions
18 hereof is served, the parties hereto shall meet within thirty (30) days
19 from receipt of said notice to negotiate concerning such desired
20 amendments or modifications. If an Agreement has not been
21 reached by // July 19, 2012 the parties will jointly petition the National
22 Mediation Board for mediation services.
23

1 ARTICLE 26, SCHEDULE A
 2 Effective July 17, 2006:
 3
 4 RAMP SERVICE AGENT
 5 BASE RATES FOR DURATION OF AGREEMENT
 6

Steps	6/1/2009	6/1/2010	6/1/2011
Start	\$ 9.86	\$ 10.01	\$ 10.16
Step 1	\$ 10.32	\$ 10.47	\$ 10.63
Step 2	\$ 10.81	\$ 10.97	\$ 11.14
Step 3	\$ 11.32	\$ 11.49	\$ 11.66
Step 4	\$ 11.86	\$ 12.04	\$ 12.22
Step 5	\$ 12.42	\$ 12.61	\$ 12.80
Step 6	\$ 13.03	\$ 13.23	\$ 13.42
Step 7	\$ 13.64	\$ 13.84	\$ 14.05
Step 8	\$ 14.29	\$ 14.50	\$ 14.72
Step 9	\$ 14.96	\$ 15.18	\$ 15.41
Step 10	\$ 15.68	\$ 15.92	\$ 16.15
Step 11	\$ 16.42	\$ 16.67	\$ 16.92
Step 12	\$ 21.86	\$ 22.19	\$ 22.52

7
 8 For pay purposes, Lead and Trainer premium, Alaska differential,
 9 Arctic differential and longevity are considered part of the basic
 10 rate for calculations.

11
 12 Six-month rate to 2nd step is six months, thereafter increases
 13 will be based on calendar years.
 14
 15
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1 STORES AGENT
 2 BASE RATES FOR DURATION OF AGREEMENT
 3

Steps	6/1/2009	6/1/2010	6/1/2011
Start	\$ 10.56	\$ 10.72	\$ 10.88
Step 1	\$ 11.08	\$ 11.25	\$ 11.41
Step 2	\$ 11.59	\$ 11.76	\$ 11.94
Step 3	\$ 12.15	\$ 12.33	\$ 12.52
Step 4	\$ 12.72	\$ 12.91	\$ 13.10
Step 5	\$ 13.32	\$ 13.52	\$ 13.72
Step 6	\$ 13.95	\$ 14.16	\$ 14.37
Step 7	\$ 14.61	\$ 14.83	\$ 15.05
Step 8	\$ 15.32	\$ 15.55	\$ 15.78
Step 9	\$ 16.03	\$ 16.27	\$ 16.51
Step 10	\$ 16.81	\$ 17.06	\$ 17.32
Step 11	\$ 17.59	\$ 17.85	\$ 18.12
Step 12	\$ 22.54	\$ 22.88	\$ 23.22

4
 5
 6 For pay purposes, Lead and Trainer premium, Alaska differential,
 7 Arctic differential and longevity are considered part of the basic rate
 8 for calculations.

9
 10 Six-month rate to 2nd step is six months, thereafter increases will be
 11 based on calendar years.
 12

1 Arctic Allowance for Agents stationed at Barrow, Nome, Kotzebue,
 2 Cordova and Yakutat
 3

Ramp - Arctic

Steps	Allowance	6/1/2009	6/1/2010	6/1/2011
Start	\$ 5.50	\$ 15.36	\$ 15.51	\$ 15.66
Step 1	\$ 5.50	\$ 15.82	\$ 15.97	\$ 16.13
Step 2	\$ 5.25	\$ 16.06	\$ 16.22	\$ 16.39
Step 3	\$ 5.00	\$ 16.32	\$ 16.49	\$ 16.66
Step 4	\$ 4.75	\$ 16.61	\$ 16.79	\$ 16.97
Step 5	\$ 4.50	\$ 16.92	\$ 17.11	\$ 17.30
Step 6	\$ 4.25	\$ 17.28	\$ 17.48	\$ 17.67
Step 7	\$ 4.00	\$ 17.64	\$ 17.84	\$ 18.05
Step 8	\$ 3.75	\$ 18.04	\$ 18.25	\$ 18.47
Step 9	\$ 3.50	\$ 18.46	\$ 18.68	\$ 18.91
Step 10	\$ 3.25	\$ 18.93	\$ 19.17	\$ 19.40
Step 11	\$ 3.25	\$ 19.67	\$ 19.92	\$ 20.17
Step 12	\$ 3.25	\$ 25.11	\$ 25.44	\$ 25.77

Stores - Arctic

Steps	Allowance	6/1/2009	6/1/2010	6/1/2011
Start	\$ 5.50	\$ 16.06	\$ 16.22	\$ 16.38
Step 1	\$ 5.50	\$ 16.58	\$ 16.75	\$ 16.91
Step 2	\$ 5.25	\$ 16.84	\$ 17.01	\$ 17.19
Step 3	\$ 5.00	\$ 17.15	\$ 17.33	\$ 17.52
Step 4	\$ 4.75	\$ 17.47	\$ 17.66	\$ 17.85
Step 5	\$ 4.50	\$ 17.82	\$ 18.02	\$ 18.22
Step 6	\$ 4.25	\$ 18.20	\$ 18.41	\$ 18.62
Step 7	\$ 4.00	\$ 18.61	\$ 18.83	\$ 19.05
Step 8	\$ 3.75	\$ 19.07	\$ 19.30	\$ 19.53
Step 9	\$ 3.50	\$ 19.53	\$ 19.77	\$ 20.01
Step 10	\$ 3.25	\$ 20.06	\$ 20.31	\$ 20.57
Step 11	\$ 3.25	\$ 20.84	\$ 21.10	\$ 21.37
Step 12	\$ 3.25	\$ 25.79	\$ 26.13	\$ 26.47

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 wherein
17 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

10
11
12
13

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 employment
5 and shall thereafter maintain such membership in good standing as a
6 condition of employment. The employer will, within seven (7) working
7 days after receipt of notice from the Union, give any employee a
8 discharge notice who is not in good standing in the Union as required
9 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 for
21 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 No. 143 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 143, 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
44 discharge of an employee at the Union's request pursuant to this
45 action.

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E. The Union shall indemnify and hold the Company harmless for any time or wage claims for any employees discharged by the Company or for any dues deduction changes pursuant to a written order by an authorized Union representative. The Company agrees that the Union shall maintain the exclusive right to defend, settle, mitigate damages, litigate and/or take whatever action is necessary or it deems proper with respect to a person who sues the carrier under the Railway Labor Act, through attorneys of its own choosing and at its own discretion, but, in any event, if the carrier unilaterally determines that it desires attorneys to represent it in defense of such actions, it shall do so at its own cost and not at the cost of the Union. It is further agreed that the carrier shall promptly notify the Union of any such action when and if filed and the Union shall, at its own option, defend such actions and/or settle under the circumstances 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 an 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 1. Letter of Agreement - John Hancock Retirement (ACA)
- 13 2. Letter of Agreement - Military Charters
- 14 3. Letter of Agreement - "COPS" Utilization
- 15 4. Letter of Agreement - Lead Utilization
- 16 5. Letter of Agreement - Prudhoe Bay
- 17 6. Letter of Agreement - Chemical Dependency
- 18 7. Letter of Agreement - No Roll Back of Current Wages
- 19 8. Letter of Agreement - No Change in Limited Duty/Ramp
- 20 9. ~~Letter of Agreement - Profit Sharing Letter~~ Please see
21 Article 23, paragraph Q for the Performance Based Pay (PBP)
22 Plan
- 23 10. Letter of Agreement - Expedited Arbitration
- 24 11. Letter of Agreement - Cross Utilization
- 25 12. Letter of Agreement - Grievance Backlog
- 26 13. Letter of Agreement - Cooperative Management Assist
27 Program
- 28 14. Letter of Agreement - Subcontracting
29

1 LETTER #1

2 AGREEMENT
3 between
4 ALASKA AIRLINES, INC.
5 and
6 INTERNATIONAL ASSOCIATION OF MACHINISTS
7 AND AEROSPACE WORKERS
8

9 THIS AGREEMENT is made and entered into in accordance with the
10 provisions of Title II of the Railway Labor Act, as amended, by and
11 between ALASKA AIRLINES, INC. (hereinafter referred to as the
12 "Company") and the employees as represented by INTERNATIONAL
13 ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS,
14 DISTRICT LODGE 143 (hereinafter referred to as the "Union").
15

16 WITNESSETH:

17
18 WHEREAS ALASKA COASTAL AIRLINES, INC. has merged with
19 and been absorbed into Alaska Airlines, Inc.; and
20

21 WHEREAS, the parties hereto are desirous of continuing
22 arrangements to provide pensions for employees formerly in the
23 service of Alaska Coastal Airlines, Inc. and now covered by the
24 Agreement between the Union and the Company.
25

26 NOW, THEREFORE, the Company and the Union do hereby
27 mutually agree as follows:
28

- 29 1. The employees formerly in the service of Alaska Coastal
30 Airlines, Inc. and now covered by the Agreement between the
31 Union and the Company, shall become Participants in the
32 Alaska Airlines Retirement Plan as of January 1, 1971, and
33 shall commence accruing benefits under the above mentioned
34 plan as of that date. These employees are as listed on
35 Appendix "A" of this Agreement.
36
- 37 2. Service with Alaska Coastal Airlines, Inc. for employees who
38 are members of the Alaska Coastal, Inc. Pension Plan (Group
39 Annuity Contract No. 302 GAC with John Hancock Life
40 Insurance Company) shall count in meeting vesting
41 requirements under the Alaska Plan and the eligibility
42 requirements for membership in the plan and entitlement to
43 minimum (normal, early and disability) benefits under the
44 Alaska Plan.
45

- 1 3. The employees named in Appendix "A" hereof shall have a
2 vested right and be entitled to retirement pensions accrued
3 under the terms of the Alaska Coastal Airlines, Inc. Pension
4 Plan as set forth in Group Annuity Contract No. 302 GAC with
5 the John Hancock Life Insurance Company up to December
6 31, 1970. Monies deducted since that time shall be returned
7 within sixty (60) days of the signing of this Agreement.
8
- 9 4. The John Hancock Contract No. GAC 302 will be maintained
10 for the purpose of funding benefits arising under the Alaska
11 Coastal Pension Plan. The cost of the benefits provided under
12 the Alaska Coastal Airlines, Inc. Pension Plan in respect to
13 Service prior to January 1, 1971, shall be separately calculated
14 by the Actuary and shall be reported on separately in any
15 report submitted. The Company will fund any unfunded
16 amount after allowing for such appropriate portion of the
17 assets held under Group Annuity Contract No. 302 GAC by the
18 John Hancock Life Insurance Company as may be certified by
19 the Actuary over a period not exceeding 15 years from January
20 1, 1971.
21
- 22 5. The employees named in Appendix "A" hereof shall not be
23 entitled to any benefits in the Alaska Airlines, Inc. Retirement
24 Plan for IAM employees for any period prior to January 1,
25 1971.
26
- 27 6. The foregoing Agreements shall take effect subject to the
28 approval of the Internal Revenue Service which approval shall
29 be sought by the Company. If such approval is not given, the
30 parties hereto shall meet in an effort to effect changes in said
31 Agreements in order to secure such approval. If said
32 Agreements, nevertheless, fail to be approved by the Internal
33 Revenue Service, or the parties are unable to agree upon
34 changes designed to secure such approval, then and in any of
35 such events, the matters covered by the Agreement shall be
36 the subject of further negotiations between the Company and
37 the Union in accordance with the provisions of the Railway
38 Labor Act as amended.
39

40 Signed this 11th day of June, 1971.

41
42 WITNESS: FOR ALASKA AIRLINES, INC.

43
44 s/Robert E. Gray
45 Robert E. Gray

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WITNESS:

FOR INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

s/Benedict A. Robbins
s/Eugene S. Zeitler
s/Walter Fitzgibbon

s/Charles D. Easley
Charles Easley, General Chairman

APPENDIX "A"

1		
2		
3	Ahrensfield, W.H.	Lawrence, H.F.
4		
5	Anderson, L.E.	Martin, J.D.
6		
7	Austin, R.	Mazon, C.B., Retired 7/1/72
8		
9	Brooks, W.A.	Meisch, A.
10	Retired 10/30/81	
11		
12	Miller, N.K.	Buresh, E., Retired 8/21/71
13		
14	Milne, R.L., Resigned	Buzzell, K.C., Retired 12/1/80
15		
16	Mosher, F., Retired 6/1/73	Corpuz, M.H. Retired 10/31/71
17		
18	Osborne, W.R.	Davies, I.C.
19		
20	Rogers, W.M.	Dickson, W.P.
21		
22	Rountree, G.L., Resigned 6/7/76	Dolac, M.M., Retired 9/28/73
23		
24	Schlais, E., Retired 8/8/75	Dyakanoff, J.W.
25		
26	Scott, P.B.	Estepa, B., Retired 4/26/73
27		
28	Smith, F.A. Furloughed 10/15/73-Refused Recall	
29		
30	Fitzgibbon, W.	Stefano, P.R.
31		Resigned 5/19/72
32		
33	Fornaciari, W.A., Retired 8/23/73	Warnock, J.C.
34		Retired 12/18/81
35		
36	Grant, S., Resigned 4/5/74	Weathers, D.L.
37		
38	Hansen, B.	
39	Resigned 4/14/79	Wick, M.J.
40		Furloughed 8/24/73, Retired
41		
42	Hawley, R. D.	Williamson, G.R.
43		Medical LOA 5/7/77
44		
45	Houtary, H.E.	Knipple, C.S.
46		

1 LETTER #2

2 LETTER OF AGREEMENT

3
4 ALASKA AIRLINES INCORPORATED and the
5 INTERNATIONAL ASSOCIATION OF MACHINISTS AND
6 AEROSPACE WORKERS hereby agree that:

7
8 1. The employees will continue to provide mechanic and
9 other required services in connection with all military traffic which the
10 Company carries for the United States Government even though any
11 or all of such employees withdraw from commercial airline service
12 because of unresolved labor disputes, including disputes arising out
13 of the contract termination date.

14
15 2. Pay and other benefits for employees providing services
16 within respective classifications in connection with military traffic
17 carried for the United States Government, pursuant to Paragraph 1
18 hereof, will:

19
20 (a) for any period prior to the opening date of the
21 contract between the parties be governed by the then existing
22 contract unless modified by agreement of the parties, and,

23
24 (b) after the opening date of the contract be governed
25 by either the contract that existed at or prior to the said labor dispute
26 or the contract negotiated as a settlement of such dispute, whichever
27 is more beneficial to the employees.

28
29 3. To assure the movement of a particular flight under such
30 circumstances, the Union will require certification by an appropriate
31 Company-operating official designated by the Company for such
32 purpose that such flight is in accordance with the specifications set
33 forth in paragraph 1 above and will be exclusively for military flights
34 deemed essential to the national defense.

35
36 4. This understanding constitutes an amendment and
37 modification of the Collective Bargaining Agreement between the
38 parties hereto and, notwithstanding, any other provisions of said
39 Collective Bargaining Agreement shall run concurrent with the
40 Agreement except that it shall terminate on January 1, 1985 unless
41 extended during negotiations by mutual agreement between the
42 parties.

43
44 Signed this 21st day of December, 1981.

1 FOR INTERNATIONAL
2 ASSOCIATION OF MACHINISTS
3 AND AEROSPACE WORKERS
4
5 s/Guy K. Cook
6 s/Walter Fitzgibbon
7 s/John L. Minnich
8 s/Ronald G. Locke
9 s/Robert G. Nisson
10

FOR ALASKA AIRLINES, INC.

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

1 LETTER #3

2 LETTER OF AGREEMENT

3 between

4 ALASKA AIRLINES, INC.

5 and

6 INTERNATIONAL ASSOCIATION OF MACHINISTS

7 AND AEROSPACE WORKERS

8
9
10 The Company may utilize employees covered by the
11 "C.O.P.S." contract to perform ramp service functions at Petersburg,
12 Wrangell and Glacier Bay, and may utilize ramp service employees
13 covered by the "Ramp and Stores Agent" contract to perform work
14 covered by the "C.O.P.S." contract at Cordova and Yakutat. When
15 there are six (6) or more full time (or equivalent) hourly rated
16 employees at any of the above stations, additional employees hired
17 into the station shall be covered by the Agreement not in effect upon
18 signing at that location, however, the employees may continue to
19 perform the functions covered under both Agreements.

20
21 At small stations (four or less daily departures), the COPS
22 and/or ramp service employees, shall perform all work functions (e.g.
23 A CSA may load baggage and a rampserviceman may board
24 passengers).

25
26 No employees shall be furloughed to achieve the above
27 procedure, nor shall C.T.O.'s be included within a station for this
28 purpose.

29
30 Signed this 3rd day of June, 1985.

31
32 WITNESS: FOR ALASKA AIRLINES, INC.

33
34 s/Robert A. Eldridge s/Robert E. Gray
35 s/Thomas W. Dezutter Robert E. Gray
36 Sr. V. P./Industrial Relations

37
38 WITNESS: FOR INTERNATIONAL
39 ASSOCIATION OF MACHINISTS
40 AND AEROSPACE WORKERS

41
42 s/Benedict A. Robbins s/Charles D. Easley
43 s/Thomas M. Gibbs
44 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 LETTER OF AGREEMENT

3 between

4 ALASKA AIRLINES, INC.

5 and

6 INTERNATIONAL ASSOCIATION OF MACHINISTS

7 AND AEROSPACE WORKERS

8 for

9 Mechanics, Ramp Service & Related Crafts

10 at

11 PRUDHOE BAY, ALASKA

12
13 WHEREAS, it is the Company's desire to initiate a station at
14 Prudhoe Bay, Alaska; and,

15
16 WHEREAS, it is the Union's desire that its members be utilized
17 to staff that station; and,

18
19 WHEREAS, the remote location of Prudhoe and the lack of
20 normal living facilities present unique working conditions not
21 contemplated in the Labor Agreement between the parties;

22
23 NOW, THEREFORE, it is agreed that the provisions of the
24 basic Labor Agreement shall apply to the Prudhoe Bay Station with
25 the following modifications:

26
27 1. Article 4, Classification of Work

28
29 a. Employees in the classification of Aircraft Mechanic may
30 assist Ramp Servicemen in their duties (i.e. loading and unloading
31 baggage and air freight), but may not replace Ramp Servicemen in a
32 regular schedule.

33
34 b. Management personnel will not normally perform work in
35 the Classifications covered by the basic Agreement except for
36 assisting employees in those instances when due to an
37 unforeseeable peak period, where time is of the essence, and no
38 other arrangement is feasible to alleviate the situation, or if there are
39 insufficient volunteers for overtime, or in the case of an emergency.
40 It is agreed that the servicing of late flights, the performance of
41 necessary work to maintain flight schedules, or the protection of
42 Company or customer property against the elements may be
43 considered emergencies. Each emergency may be explained in
44 writing to the local union shop committee or local shop steward when
45 there is no shop committee, upon receipt by the Company of a

1 request in writing. The Company will respond in writing within forty-
2 eight (48) hours of the written request, exclusive of Saturdays and
3 Sundays.

4
5 c. The Company may not subcontract work normally
6 covered by the Basic Agreement except when specific skills,
7 equipment or facilities are not present at the station, when customers
8 require the use of their own or a subcontractor's employees, and in
9 emergency situations beyond the Company's control.

10
11 2. Article 5, Hours of Service

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

18
19 b. The Work Week shall be seven (7) consecutive twelve
20 (12) hour days (except as set forth in 2.a. above) totaling eighty-four
21 (84) hours.

22
23 c. A normal tour of duty shall be fourteen (14) consecutive
24 days (168 hours) followed by fourteen (14) consecutive days free
25 from duty away from the station.

26
27 d. There shall be no shift differential.

28
29 e. Part-time employees (working less than twelve (12)
30 hours per day) may be utilized, but shall work a minimum of six (6)
31 hours per day.

32
33 f. Vacation, sick leave and Workmen's Compensation
34 absences may be covered by relief shift employees working irregular
35 tours at normal compensation.

36
37 g. / / A shift realignment will occur once a year at the
38 Prudhoe station during the month of September and will take effect
39 the first day of the first rotation of the following year. Such bid will be
40 awarded by classification seniority within the classification.

41
42
43 3. Article 6, Overtime
44

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

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

14 4. Article 7, Holidays
15

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

1 5. Article 10, Vacancies
2

3 a. The bidding of vacancies shall be by "permanent" or
4 "preference" bid as set forth in Section 10.A., of the Agreement but
5 shall apply to all classifications.
6

7 b. When an employee covered by this Agreement is not
8 available to fill a vacancy, after exhausting procedure set forth in the
9 basic Agreement and after the Company has first asked for
10 volunteers to fill the vacancy temporarily until a new employee is
11 hired, management employees may perform any necessary functions
12 for thirty (30) days.
13

14 c. If an employee is unable to cope with the environment or
15 working conditions within ninety (90) days of being awarded the bid,
16 he will be allowed to return to his former position (if his seniority so
17 allows) with a thirty (30) calendar day written notice to the Company.
18

19 d. For vacancies of thirty (30) days or less, the Company
20 shall have the option of the following procedures in the following
21 order:
22

23 1) Offer the position to those employees who have
24 preference bids on file for the Classification and station, in seniority
25 order. If none accept, the Company shall have the right to assign the
26 junior employee with a preference bid on file.
27

28 2) Select any volunteer at any station on the system.
29

30 3) Hire a new employee on a temporary basis.
31

32 e. Any employee who is absent from the Prudhoe station
33 for reasons other than vacation or approved personal LOA for more
34 than two (2) rotations in a twelve month period shall be considered
35 unfit for assignment to the station and shall be furloughed.
36

37 6. Article 13, Vacations
38

39 Vacations shall be bid in increments of at least one-half (1/2) a
40 tour of duty; that is, seven (7) consecutive days. It shall be paid for
41 on the basis of the employee's normal scheduled hours per day and
42 shall be accrued on the basis of the same relative accrual as set forth
43 in the basic Agreement reduced to an hourly rate.
44

45 Accrual Rate in Minutes per

1			
2			
3			
4			
5			
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7			
8			
9			
10			
11			
12			

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

1 7. Article 14, Sick Leave
2

3 Sick Leave shall be accrued at the rate of 2.75 minutes for
4 each straight time hour worked and shall be expended at the rate of
5 the employee's normal scheduled hours per day. B.4. shall not apply.
6 Employees who are ill and unable to report for their assigned tour
7 shall contact the Customer Service Manager at least 24 hours prior to
8 the report time.
9

10 8. Article 15, Transportation
11

12 a. The Company will provide "Positive Space, Service
13 Charge Waived" transportation (subject to displacement for over-
14 sales) between Prudhoe and the employee's home of record on
15 Alaska Airlines system for normal rotation of tours of duty.
16

17 b. Section 15, C. 1-4, shall not apply for transfers to the
18 Prudhoe Station.
19

20 c. The Company's Pass Policy, System Regulations 6.000-
21 6.600, shall not apply to transportation to and from the Prudhoe
22 Station.
23

24 d. Transfer and moving expenses shall not apply to the
25 Prudhoe Bay Station.
26

27 9. Article 21, General and Miscellaneous
28

29 a. All employees shall be provided uniforms at Company
30 expense. Parkas and gloves will be provided for all employees
31 required to work out of doors. The employee shall be responsible for
32 maintaining his uniform in a clean, presentable condition. Cleaning
33 facilities will be provided by the Company.
34

35 b. The Company shall prepare and maintain "Station Rules"
36 which shall govern the operation of the station and the conduct of the
37 employees at the station. The rules shall not discriminate nor coerce
38 the employee and shall not conflict with this Agreement or the basic
39 Agreement. Each employee shall receive and sign for a set of these
40 rules attesting his compliance prior to being awarded a position at the
41 station.
42

43 c. Room and board at Prudhoe shall be furnished to
44 employees assigned to the station at Company expense.
45

1 d. At employees home of record on Alaska Airlines' system
2 where the Company experiences no cost and it complies with local
3 Port requirements, parking will be made available for Prudhoe Bay
4 based employees.
5

6 Signed this 6th day of January, 2000.
7

8 FOR INTERNATIONAL
9 ASSOCIATION OF MACHINISTS
10 & AEROSPACE WORKERS
11 Northwest District Lodge No. 143
12

13 s/Robert De Pace
14 Robert De Pace
15 President/Directing General Chair
16

17
18
19 s/Nan Otto
20 Nan Otto, General Chair
21

FOR ALASKA AIRLINES, INC.

s/Thomas R. O'Grady
Thomas R. O'Grady
Staff V.P./Labor and
Employment Law
and Deputy General Counsel

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, the
11 Employee Assistance Program, in conjunction with the IAM and with
12 the cooperation of the Alaska Airlines management, offers a program
13 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

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

1 LETTER #7

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6
7

November 13, 1992

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10
11

Mr. Thomas Gibbs
General Chairman
IAM, District 143
19518 Pacific Highway S., Suite 202
Seattle, WA 98188

12
13
14
15
16
17

Dear Mr. Gibbs:

18
19
20
21
22
23
24
25

This will confirm the assurances I provided to you that nothing in the Agreement we reached, covering present employees under the MRP Agreement, is intended to provide or allow any roll back of base hourly rates of pay at any time, either during or at the term of our Agreement.

26
27
28

Sincerely,

29
30
31
32
33
34

s/ Timothy R. Metcalf
Timothy R. Metcalf
Staff Vice President
Human Resources

35
36
37

TRM/clr

38
39
40
41
42
43

11/30/92
(DATE)

s/Thomas M. Gibbs
Thomas M. Gibbs
General Chairman, IAM
District 143

1 LETTER #8

2

3

4

5 November 13, 1992

6

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8

9

10 Mr. Thomas Gibbs
11 General Chairman
12 IAM, District 143
13 19518 Pacific Highway S., Suite 202
14 Seattle, WA 98188

15

16

17 Dear Mr. Gibbs:

18

19 This will confirm the assurances I provided to you during our
20 negotiation of the MRP Agreement that the Company intends no
21 change to its policy on limited duty/O.J.I. as it pertains to assigning
22 Ramp Service employees the duties of servicing aircraft lavatories
23 and water systems.

24

25

26 Sincerely,

27

28

29

30 s/Timothy R. Metcalf
31 Timothy R. Metcalf
32 Staff Vice President
33 Human Resources

34

35 TRM/clr

36

37 11/13/92 s/Thomas M. Gibbs
38 (DATE) Thomas M. Gibbs
39 General Chairman, IAM
40 District 143

41

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 to
26 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.
45

1 LETTER #11

2 LETTER OF AGREEMENT
3 BETWEEN

4 ALASKA AIRLINES, INC.
5 AND

6 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
7 AND AEROSPACE WORKERS

8 FOR
9 RAMP SERVICE AND STORES EMPLOYEES
10 Cross-Utilization

11
12 This Letter of Agreement is made and entered into in accordance
13 with the provisions of the Railway Labor Act, as amended, by and
14 between ALASKA AIRLINES, INC. (hereinafter referred to as the
15 "Company") and the INTERNATIONAL ASSOCIATION OF
16 MACHINISTS AND AEROSPACE WORKERS (hereinafter referred
17 to as the "Union").

18
19 WHEREAS, the parties wish to preserve positions where cross-
20 utilization currently exists, and;

21
22 WHEREAS, there is no intention of expanding the level or frequency
23 of cross-utilization, and;

24
25 WHEREAS, the parties agree it is mutually beneficial for employees
26 covered under this Agreement to complete at specified locations
27 tasks normally covered under the AMFA Agreement;

28
29 NOW, THEREFORE, the parties agree to grandfather the following
30 situations;

31
32 1. The expected number of employees involved in cross-
33 utilization described above is less than thirty (30) employees (total at
34 all stations) and will be confined to the stations listed below.

35
36 2. Rampservice agents doing Fleetservice duties at BRW, OME,
37 OTZ, SCC, SIT, KTN, FAI, JNU, CDV, YAK, PSG and WRG.

38
39 3. Rampservice Agents doing Mechanic (A & P, Automotive
40 and/or Facilities) work at ANC, BRW, OME, OTZ, SCC, SIT, CDV,
41 YAK, PSG, SEA and WRG.

42
43 4. Fleetservice Agents doing Rampservice work at FAI and JNU.
44

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

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

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

11 FOR ALASKA AIRLINES, INC.
12 s/Thomas R. O'Grady
13 Thomas R. O'Grady
14 Staff V.P./Labor and Employment
15 Law and Deputy General Counsel
16

17
18 FOR INTERNATIONAL ASSOCIATION OF
19 MACHINISTS & AEROSPACE WORKERS
20 s/Robert De Pace
21 Robert De Pace
22 President/Directing General Chair
23

1 LETTER#13

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

10 Cooperative Management Assist Program

11
12
13 This Letter of Agreement is made and entered into accordance with
14 the provisions of the Railway Labor Act, as amended, by and
15 between ALASKA AIRLINES, INC. (hereinafter referred to as the
16 "Company") and the INTERNATIONAL ASSOCIATION OF
17 MACHINISTS AND AEROSPACE WORKERS (hereinafter referred
18 to as the "Union").
19

20 By way of background, during the contract negotiations, the
21 Company put forward the concept of management employees
22 performing bargaining unit work in an effort to create an environment
23 of teamwork, collaboration, improved operational performance, and
24 participatory process improvement initiative. The Union considered
25 such proposals on a limited and experimental basis. Through long
26 and deliberative discussion, the parties concluded that a process
27 within this framework and providing certain protections for Union-
28 represented employees, unique dispute resolution procedures, and
29 cancellation provisions, is in the parties' best interests to pursue.
30

31 Therefore, notwithstanding any provisions to the contrary in the basic
32 collective bargaining agreement, the Company and the Union agree
33 to the following:
34

35 Management employees not covered by the basic collective
36 bargaining agreement shall predominately perform supervisory
37 duties, but may assist Union-represented employees with the
38 performance of their duties in order to:
39

- 40 a) Maintaining proficiency on Company systems and
41 processes, b) Participate in process improvement
42 initiatives, c) Foster teamwork /collaboration or d)
43 Improve operational performance.

1
2
3 The practice of management assisting Union-represented employees
4 is not intended to result in: a) Reduction of overtime opportunities; b)
5 Reduction of staffing levels in Union-represented positions or c)
6 Furloughing Union-represented employees.
7

8 The Company and the Union shall establish a joint labor-
9 management committee for each location on the Alaska Airlines
10 system with an equal number of representatives from the company
11 and the union who will:

- 12 a) discuss and address unique operational concerns and
13 expectations regarding the implementation and day-to-
14 day issues that may arise as this program develops at
15 each location,
- 16 b) b) be empowered to hear and decide disputes regarding
17 this management assist program.
18

19 The Union representatives on this committee shall substitute for the
20 steps in the grievance procedure that precede the arbitration step.
21 The President/Directing General Chair of IAM District #143 or his
22 designee and the Alaska Airlines Vice President in charge of Labor or
23 his designee will address disputes not resolved by the joint labor-
24 management committee prior to any grievance appeal to the System
25 Board of Adjustment.
26

27 Such work will not be limited in the following scenarios: catastrophic
28 situation, natural disaster, extremely severe weather condition (i.e.,
29 snow storms in cities like SEA, extended fog, etc.) and critical
30 community support.
31

32 This provision shall remain in effect for a period of 18 months from
33 August 19, 2006 and will automatically extend for six-month
34 increments unless canceled in writing by the President Directing
35 General Chair of District #143 prior to the next extension. The six-
36 month extension periods shall be specific to each city at which there
37 are RSSA members on the Alaska Airlines system and the President
38 Directing General Chair #143 may exercise these rights by individual
39 work group in each city, i.e. Stores versus Ramp service. In any
40 event, any exercise of cancellation shall take effect within 30 days
41 following the delivery of the written notice from the Union to the
42 Company.

1
2 IN WITNESS WHEREOF, the parties hereto have signed this Letter
3 of Agreement this 23rd day of August 2006.
4

5
6 FOR ALASKA AIRLINES, INC
7 Dennis Hamel
8 Vice President Employee Services
9

10
11 INTERNATIONAL ASSOCIATION OF
12 MACHINISTS & AEROSPACE WORKERS
13
14 Robert DePace
15 President/Directing General Chair
16

1 Letter #14

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

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11
12 This Letter of Agreement is made and entered into in accordance
13 with the provisions of the Railway Labor Act, as amended, by and
14 between ALASKA AIRLINES, INC. (hereinafter referred to as the
15 "Company") and the INTERNATIONAL ASSOCIATION OF
16 MACHINISTS AND AEROSPACE WORKERS (hereinafter referred
17 to as the "Union").
18

19 WHEREAS, it is the desire of the Company and the Union to enter
20 into a Letter of Agreement providing job security for current Union-
21 represented Ramp Service and Stores employees,
22

23 NOW, THEREFORE, it is mutually agreed and understood by and
24 between the parties that, between the date of the signing of this
25 Letter of Agreement and July 19, 2012, no Ramp Service or Stores
26 Union-represented employee who is actively employed or on an
27 approved leave of absence as of the date of signing of this Letter of
28 Agreement, will lose employment, be required to change cities, or
29 suffer a reduction in pay as a direct result of subcontracting of Ramp
30 Service or Stores work. The Company will provide retraining and
31 education as needed to support this commitment.
32

33 The Company further agrees that, between the date of the signing of
34 this Letter of Agreement and July 19, 2012, it will not subcontract any
35 core work now performed by Union-represented Ramp Service or
36 Stores employees, for the reasons permitted by Article 2(B)(5) of the
37 current basic collective bargaining agreement in Seattle, Anchorage,
38 Juneau, Fairbanks, Ketchikan, and Sitka.
39

40 The "no-layoff" and "no subcontracting" provisions set forth above
41 shall automatically expire on July 19, 2012, at which time the
42 Company's rights and responsibilities with respect to the
43 subcontracting of work now performed by Union-represented Ramp

1 Service and Stores employees shall be governed by the basic
2 collective bargaining agreement then in effect.
3

4 IN WITNESS WHEREOF, the parties hereto have signed this Letter
5 of Agreement this 23rd day of August, 2006.
6

7
8 FOR ALASKA AIRLINES, INC
9 Dennis Hamel
10 Vice President Employee Services
11

12
13 INTERNATIONAL ASSOCIATION OF
14 MACHINISTS & AEROSPACE WORKERS
15
16 Robert DePace
17 President/Directing General Chair
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RAMP & STORES INDEX

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