ARTICLE 4, CLASSIFICATION OF WORK

D. Ramp Serviceman
The work of a Ramp Serviceman shall consist of servicing aircraft while on the ground, involving the loading, unloading, packing and securing cargo and equipment in aircraft, pickup and delivery of all cargo; including mail, express, baggage, freight, company material, buffet and cabin supplies, and may include clerical functions; such as, but not limited to, preparation of airway bills, sales, tickets and air freight, reservations, weight and balance manifests, as required by and in accordance with Company Procedures and load plans. **Duties may also be those of a Departure Coordinator, which may include: operating and monitoring equipment for flight and gate information display systems and updating information on systems; coordinating and communicating that aircraft have been properly cleaned, provisioned and secured prior to departure, coordinating and communicating load information regarding cargo, mail, passengers, baggage and any other special items per the published load plan and instructions, reporting final flight load information and coordinating gate activities with other airlines to act as an airport liaison between Operations, Customer Service, Ramp, Cargo, Fueling, Maintenance, Flight Attendants, and Pilots; observation and reading of FAA winds and weather equipment (i.e. JNU winds); planeside presence validating loading and placement of items on aircraft and reporting final numbers as needed to operations.**

ARTICLE 5, HOURS OF SERVICE

F. 1. All shifts and days off will be rebid as set forth in E. above at least every one hundred eighty-five (185) calendar days from the effective date of the last rebid three (3) times each calendar year. Only shifts will be rebid at any bid location where rotating days off exist. No employee covered by this Agreement shall be denied the right to select his shift and days off except as otherwise provided for in this Article.

G. When employees realign as set forth in E., and F. above, the bidding may be restricted so that there is an even distribution of probationary employees on each shift, in a classification at a bid location, at a station, for the first sixty (60) calendar days during their probationary period. “Probationary” shall be defined as set forth in Article 9, Paragraph C. When employees realign, the Company may block a sufficient number of shifts to accommodate up to a maximum of eighty percent (80%) of the probationary employees in a classification at a bid location at a station. “Probationary” shall be defined as set forth in Article 9.C and 10.D.1. The Company and the Union shall meet at least once every six (6) months, if either party so request, to review the percentage of shifts blocked. Such meetings will be held between the Labor Relations Department, or its designee, and the designee of the District.

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

**Bold and Underlined language indicates proposed changed (new) language**
**Strikethrough language indicates proposed deletions**
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
ARTICLE 6, OVERTIME

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

H. Employees working overtime will be entitled to rest periods according to the following charts:

1. Additional hours worked immediately before and/or after regular shift

<table>
<thead>
<tr>
<th>Total Additional Hours Scheduled in One Day</th>
<th>Break/Breaks</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0 – 3.9 Overtime</td>
<td>One (1) fifteen (15) minute break</td>
</tr>
<tr>
<td>4.0 – 5.9 Overtime</td>
<td>One (1) fifteen (15) minute break, and one (1) thirty (30) minute paid lunch</td>
</tr>
<tr>
<td>6.0 – 7.9 Overtime</td>
<td>Two (2) fifteen (15) minute breaks, and one (1) thirty (30) minute paid lunch</td>
</tr>
<tr>
<td>8.0 Overtime</td>
<td>Two (2) fifteen (15) minute breaks and two (2) thirty (30) minute paid lunches</td>
</tr>
</tbody>
</table>

The periods in this table are inclusive of breaks and paid lunches.

Part-time shifts less than 8 hours would complete a normal 8-hour pattern before entering this pattern.

Breaks and paid lunches are without loss of pay.

2. Bold and Underlined language indicates proposed changed (new) language

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
2. Working on your regular day off or not in continuous service:

<table>
<thead>
<tr>
<th>Hours</th>
<th>Break/Breaks</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0 – 5.0</td>
<td>One (1) fifteen (15) minute break</td>
</tr>
<tr>
<td>5.1 - 7.9</td>
<td>One (1) fifteen (15) minute break, and one (1) thirty (30) minute lunch</td>
</tr>
<tr>
<td>8.0 - 9.9</td>
<td>Two (2) fifteen (15) minute breaks, and one (1) thirty (30) minute lunch</td>
</tr>
<tr>
<td>10.0-11.9</td>
<td>Three (3) fifteen (15) minute breaks, and one (1) thirty (30) minute lunch</td>
</tr>
<tr>
<td>12.0 - 13.9</td>
<td>Three (3) fifteen (15) minute breaks, one (1) thirty (30) minute lunch, and one (1) thirty (30) minute paid lunch</td>
</tr>
<tr>
<td>14.0 - 15.9</td>
<td>Four (4) fifteen (15) minute breaks, one (1) thirty (30) minute lunch, and one (1) thirty (30) minute paid lunch</td>
</tr>
<tr>
<td>16.0</td>
<td>Four (4) fifteen (15) minute breaks, one (1) thirty (30) minute paid lunches</td>
</tr>
</tbody>
</table>

The periods in this table are inclusive of breaks and paid lunches.

Breaks and paid lunches are without loss of pay.

2. Employee(s) held in continuous service more than four (4) hours after the first lunch period in 11.1. above, will be granted an additional paid lunch period of thirty (30) minutes and an additional lunch period of thirty (30) minutes for each succeeding four (4) hours.

4. When the Company is aware of a requirement for overtime two or more hours before the end of a shift, employees should **will** be given at least two (2) hour’s notice of the contemplated overtime.

5. Mandatory Overtime

**Bold and Underlined language indicates proposed changed (new) language**

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
In the event there are insufficient volunteers available to work the overtime, an emergency may be declared by the Company in writing and the Company may assign any qualified employees to perform the work in inverse Company seniority order as follows: (It is understood that the Leads of each classification will be combined with their basic classification for overtime purposes.)

An employee will not be required to work overtime against his wishes, except that, if emergency overtime has been declined by all eligible employees at the location, it will be assigned in inverse order (junior assignment) by Company seniority. It is understood that the Leads of each classification will be combined with their basic classification for overtime purposes. Employees required to work against their wishes will be proved the reason for such requirement, in writing, should the employee so request.

d. For the purpose of this paragraph, an emergency shall be defined as follows:
   i. Unforeseen peak workloads where it is impractical to alter the schedules and no solution other than overtime is feasible.
   ii. Unanticipated absence or illness of an employee(s) resulting in a work force unable to provide adequate service.
   iii. The servicing of late flights and maintaining of flight schedules when all other means of overtime coverage have been exhausted.
   iv. Protection of Company property against the weather.
   v. Insufficient volunteers for overtime.

e. When junior assigning for overtime, it shall be limited so that the employee so assigned will not be required to work overtime against his/her wishes for the next three (3) calendar days if another employee is available as set forth in F. above. The two (2) calendar day period begins at the end of the junior assignment. If overtime is needed during the aforementioned three (3) calendar days, the next senior employee will be assigned the overtime. No employee shall work more than fourteen (14) hours in a single work day, except in regard to the following scenarios; catastrophic situation, natural disaster, extremely severe weather condition (i.e., snow storms in cities like SEA, extended fog, etc.) and critical community support.

 g. i. In the event an employee has exceeded his/her normal scheduled work week by ten (10) hours, any additional mandatory hours over the ten (10) hours will be paid at the double time (2x) rate of pay. Trade hours worked will not apply in this calculation.
   ii. The provisions of 4.a. above will not apply to situations where the mandatory overtime hours worked are the result of the following scenarios; catastrophic situation, natural disaster, extremely severe weather conditions (i.e. snow storms in cities like SEA, extended fog. Etc.) and critical community support.

h. When the need for junior assignment has been reduced or eliminated, employees who are held on junior assignment can choose to be released in Company seniority order or to complete their junior assignment prior to the Company offering staffing adjustment per Letter of Agreement #XX. If employees on junior assignment have declined the option to be released, they may sign up for staffing adjustment per Letter of Agreement #xx.

ARTICLE 8, FIELD SERVICE

I. Any employee covered by this Agreement required by properly designated Company authority to participate in test flights or to travel in connection with his job for all hours away from his base or station shall be covered by standard travel accident insurance policy with a death benefit of $100,000 $250,000 at no cost to the employee. The Group Insurance beneficiary will apply unless the employee designates a beneficiary in a letter to the Employee Services Department.

4 Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
ARTICLE 9, SENIORITY

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

Seniority Lists corrected to December 1, April 1 and August 1 shall be posted by January 1, May 1 and September 1 of each year at all locations where employees covered by this Agreement are employed. Such lists shall show employee's name, classification and seniority date and shall be subject to correction upon protests. Seniority protests will be processed by the President, Directing General Chair of the District or his/her designee and the Company during the December, April and August periods above. If no protest is filed within sixty (60) calendar days of a posting, such list shall be presumed beyond question to be correct and no protest, grievance, or other means shall thereafter be commenced or entertained to change said date for any employee. The burden of proof to show that a listing is in error shall be with the employee. The employee shall provide credible written evidence that there is an error. Any protest that is granted shall be effective only for purposes of correcting the subsequent list. There will be no retroactive adjustments. The Company will supply two (2) copies of the Seniority List to each Local Shop Steward and one (1) copy to the District Office.

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

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

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

I. Employees successfully bidding into other or higher classifications shall retain and accrue seniority in all former classifications from which promoted.

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
J. When it is necessary for the Company to reduce the work force at a station, it will reduce the employees in that classification at the bid location with the least seniority. Upon notification of furlough, the affected employee will be scheduled to meet with the Manager or designee and a Union Representative. S/he will discuss their options due to furlough and assist them in completing the required preference bid forms. The furloughed employee must // complete the Company Option Sheet indicating the position they were furloughed from and their status at time of furlough from either part-time or full-time. Employees will also be required to file a preference bid for all classifications in which they hold seniority that are currently active at that station. Employees may file additional preference bids as described in Article 10, within the RSSA work group in any bid location they desire to fill. Furloughed employees will not be required to renew such preference bids annually. The bids will remain on file until either an award is made, it is withdrawn by the employee, or their name is stricken from the seniority list at the end of the recall period per Art 9.J.6.

1. When possible, the steps below will be followed. When not possible, the Company will notify the General Chair or their designee:

- Manager/designee and Union Representative meet to discuss possible alternatives to furlough(s), and options available to affected employee(s).
- Manager/designee and Union Representative schedule meeting(s) with affected employee(s). (If possible, in inverse seniority order)
- Manager/designee and Union Representative meet with affected employee(s) a minimum of fourteen (14) days prior to effective date of furlough(s).
- Issue written furlough notice to affected employee.
- Explain available options to affected employee.
- Review company option sheet.
- Review preference bid form(s).
- Explain timeline for completing and returning form(s).

If any of the above bullet points are not followed, the furlough will remain valid.

2. Seven calendar days after meeting with Manager/designee and Union Representative, affected employee will return forms, or their name will be stricken from all seniority lists.

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

6 **Bold and Underlined language indicates proposed changed (new) language**

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
ARTICLE 10, VACANCIES

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

2. Preference bids may be withdrawn at any time. The procedure for withdrawal will be the same as for filing in 10.A. above. **The withdrawal will be effective immediately when submitted to the local manager or his designee, at which time the withdrawal will be time/dated.** Employees with bids on file must renew them by January 15 of each year to keep them valid. If an employee refuses to accept a preference bid award, he will not be awarded another preference bid for a period of six (6) months.

4. If an employee is not awarded an upgrade to a higher classification due to a lack of qualifications (not seniority), the company shall, within seven (7) days of the award, give the reason(s) in writing to the employee not receiving the award. A copy will be given to the General Chair or his designee.

8. Preference bids shall be made out in triplicate, on a standard form supplied by the Company, signed by the employee, time-stamped and initialed by the receiving Company representative. The original of the preference bid and the duplicate will be retained by the Company, the triplicate retained by the employee. The employee may give a copy to his local Union representative. Preference bidding will be done electronically on a company preference bid form. Only these bid forms will be accepted. If the Union questions a bid award, it may review all preference bids on file for that position.

   a. All vacancies will be posted for a minimum of seven (7) days.

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

D. 1. An employee who does not hold seniority in the classification or who does hold seniority but has not demonstrated his ability to perform the work on the present type of equipment or present methods of work will be permitted to hold the job for a minimum of 120 hours worked and no more than 480 hours worked on a trial basis in order to demonstrate his ability to perform the work required by the job. **After the first one hundred twenty (120) hours, but no later than three hundred twenty (320) hours worked, the employee will be given at least one written report and interviewed as to his progress. The written report and interview will be accomplished by management, and the employee may have his Union representative present, if he so requests.** Classification seniority shall not accrue for employees filling temporary vacancies pursuant to Article 10.G. During such period if the employee is unable to demonstrate his ability to perform the work required by the job, he may be returned to his previous assignment but he shall not, for a period of six (6) months be permitted to bid for vacancy in the same or a higher classification of work in which he was unable to demonstrate his ability; provided, however, that the return to his former station shall be without expense to the Company except that the Company will furnish NRSA air transportation on its system for the employee and his immediate family to the extent permitted by law, and the employee will be allowed a reasonable period from the time he is relieved of his duties until he is required to report for work at this previous station established as aforementioned.
ARTICLE 11, LEAVE OF ABSENCE

C. Where a justifiable reason exists and requirements of the service will permit, an employee shall be granted a Leave of Absence in writing for a period not in excess of ninety (90) days. Under such Leaves the employee shall retain and continue to accrue seniority. Copies of the approval shall be forwarded to the Personnel Department and the General Chair of the Union. Such Leaves may be extended for additional periods not to exceed thirty (30) days when approved in writing by both the appropriate supervisor and the General Chair. During such extension the employee will retain, but not continue to accrue seniority except where the Leave of Absence has been granted because of health, injury, or special assignment by the Company, in which case seniority shall accrue during the entire period of the Leave. No Leave for sickness or injury may exceed a total continuous period of five (5) years. Military, Maternity, Parental (1.D.1), and Medical Leave shall be excluded from the ninety (90) day limitation as set forth above, and shall retain and continue to accrue seniority.

D. Maternity Leaves of Absence will be granted for pregnancy. Employees who are required by their physicians not to work will be considered on Medical Leave of Absence during pregnancy. Employees who are granted Leave will be required to return to work within sixty (60) one hundred and twenty (120) days after the birth of the child, or of a miscarriage, unless an extension is granted. Additional time is required under Federal or State laws, or as a form of reasonable accommodation. Said extensions may not exceed an additional thirty (30) sixty (60) days, unless additional time is required under federal or state leave laws, or as a form of reasonable accommodation. At the conclusion of her Leave the employee will be returned to her former position unless it has ceased to exist or is filled by a more senior employee who has exercised displacement rights, in which case the employee will exercise her seniority in accordance with the terms of the Agreement. Employees who are granted maternity leave shall retain but not accrue seniority for the period of her Leave in excess of ninety (90) days. Employees who elect to utilize accrued sick leave or earned vacation, must inform the Company, and such pay will be for a continuous period, at the beginning of the leave.

1. For all employees who do not qualify for parental leave under the Federal or State regulations, a personal Leave of Absence of up to ninety (90) one hundred twenty (120) days may be utilized for the birth or adoption of a child. Such leave shall be treated as a personal and granted upon request in conjunction with the required certification. Employees will be allowed to utilize any earned vacation time, for all, or a portion, of the leave. Employees who elect to utilize earned vacation must inform the Company, and such pay will be for a continuous period, at the beginning of the leave.

ARTICLE 12, TRAINING

B. The Company will provide the required amount of time to complete all training. Training time will be at the discretion of the Company, and may be adjusted for operational needs. The responsibility to timely complete training remains with the employee.

E. 6. At the time of shift realignment, the trainer will bid a shift that their seniority will hold, or, at management discretion, will mirror a shift that their seniority will hold. In either instance, management may adjust the trainer’s weekly schedule to accommodate training.
ARTICLE 13, VACATIONS
A. The calendar year will be used to compute vacation allowances. Employees shall accrue vacation credits based on their length of service with the Company under this Agreement on the basis of the scale set forth in "B" below. Vacation credits shall be accrued for each month of employment prorated on the basis of the number of straight time hours worked. No vacation credits may be earned in other ways except that the Company may, at its discretion, approve personal leaves of absence up to eighty (80) hours per month with accrual for those hours not worked. Vacation credits will be compensated for at the employee's base rate of pay. **Accrued vacation shall be available for use on January 1, each year.**

B. 1. On completion of one (1) year date of hire
   - 6.67 hours per month
   - 10.0 hours per month
   - 13.3333 hours per month
   - 16.67 hours per month
   - 20.00 hours per month

   One year equates to 2080 hours

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

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

   3. **No more than three (3) vacation periods may be taken in a calendar year nor may a vacation period include less than five (5) days unless extenuating circumstances exist and supervisory approval is given or as set forth in Paragraph C.3. of this Article. Employees electing to split their vacation will...**
be permitted a second or third vacation period choice only after all other employees have had an opportunity to file their first choice. **Vacations will be bid in weekly increments.** Employees with two (2) or more weeks of vacation credit may split their vacation weeks. Employees may bid two (2) separate periods during the first (1st) round of bidding. Any remaining vacation may be bid in round two (2). Only actual hours bid will be deducted from the employee’s vacation hours (e.e. if there is a holiday during the week that is bid, those hours will not be included in the vacation deduction).

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

9. **Vacation periods made available after the selection process is completed (as set forth in paragraph C of this article) will be posted for bid, with Company seniority ruling. In order to bid vacation under this paragraph, a full-time employee must have a minimum of twenty-four (24) hours of vacation credit and a part-time employee must have a minimum of twelve (12) hours of vacation credit. Any difference between the minimum vacation credit and the weekly schedule will be treated as a leave of absence. The vacation period shall be posted for a minimum of seventy-two (72) hours.**

**ARTICLE 14, SICK LEAVE**

B. **Sick Leave Pay**

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

5. Only days absent due illness of the employee shall be paid for from such allowed sick leave, except that, where an employee is not otherwise permitted to use sick leave accrual to care for family members, sick leave of up to four (4) six (6) days in each calendar year will be allowed an employee due to serious illness or hospitalization of his or her spouse/domestic partner, or dependent child, or domestic partner’s child where he can show that such leave is necessary. Serious illness shall be defined as those situations where the spouse or dependent child is medically incapacitated and The use of paid sick leave shall be considered to mean time for the employee to care for the spouse/domestic partner, or dependent child, or domestic partner’s child. The Company may require verification in writing of such incapacitation. The four (4) six (6) days in each calendar year for children may be expanded by Company policy or law. (For current information on Company policy, please contact Employee Benefits-SEAHB.) Absences under this paragraph will not be counted against an employee’s attendance record.

G. Employees will be allowed to use forty (40) hours sick leave with pay or, for part time employees, the number of hours in their current scheduled work week, when it is necessary for the employee to be absent due to a death in the immediate family. **In the event of death in an employee’s immediate family, a fourteen (14) calendar day leave of absence will be granted by the Company upon request of the employee.** Said leave shall be without loss of pay provided the employee has sufficient sick leave to cover their leave. If the employee doesn’t have sufficient sick leave, they may opt to use vacation time or take the time unpaid. Immediate family shall be defined as an employee’s father, step-father, mother, step-mother, spouse, qualified registered domestic

10 **Bold and Underlined language indicates proposed changed (new) language**

Strikeout language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
partner, **domestic partner’s child**, child, stepchild, grandchild, grandparents, sister, brother, mother-in-law or father-in-law of the employee and qualified registered domestic partner’s parents. **Absences under this paragraph will not be counted against an employee’s attendance record.**

ARTICLE 16, GRIEVANCE PROCEDURE

O. **Discipline Grievances Involving Unsatisfactory Attendance**

1. **a.** An Oral Warning, Written Warning and Final Warning will be deemed to have been grieved in a timely fashion by the employee to whom it was issued and timely appealed to the System Board of Adjustment. It will also be deemed to have been heard and denied by the appropriate hearing officer in a timely fashion as required by the provisions in Article 16.B. Therefore, an employee is not required and will not be expected to file a written grievance challenging the issuance of discipline.

   **b.** No specific review of discipline will be contractually required unless the Union has filed a written grievance pursuant to paragraph 3 below or the employee is later terminated for unsatisfactory attendance reliability and properly grieves such event. In such an event, the termination action and all previous discipline will be subject to review by the System Board of Adjustment.

2. A copy of any discipline issued to an employee will be retained in the employee’s local file and a copy will be furnished to the employee’s local union representative or Shop Committee. An employee and/or his/her union representative, upon authorization by the employee, will be permitted to review his/her local attendance records and discipline.

3. The Union reserves the right to file written grievances (which will be subject to the normal grievance procedures) contesting the validity of the information used by the Company in issuing attendance discipline.

ARTICLE 18, SAFETY AND HEALTH

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

J. All employees will be required to wear a standard uniform, which may vary from station to station and between job classifications. The Company will furnish the uniforms at no cost to the employee and provide either all cleaning of required items, or a cleaning allowance of $5.00 $10.00 per month per employee, at the option of the Company.

K. The Company will provide parkas and gloves for all Alaska based employees on an individual basis. **The Company will provide rain gear for Ramp Service Agents upon request.** Such clothing shall remain the property of the Company and shall be of a quality equal to that in use on the effective date of this Agreement. The Company will meet with the local Shop Committee to review the condition of the parkas prior to each winter’s operation.

**Bold and Underlined language indicates proposed changed (new) language**

**Strikethrough language indicates proposed deletions**

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
N. 1. The Company shall provide the initial basic uniform and pay all costs associated with the issuance, basic tailoring, required exchange of unworn garments, shipping, etc. of such uniform. The initial basic uniform allowance will be one hundred twenty-five (125) points at the time of hire or initial entry into the CSA classification. Upon successful completion of probation, the Company shall provide a uniform allowance of seventy-five (75) points for additional pieces and replacements during the remainder of the calendar year. On January 1st of each year, the uniform allowance for all non-probationary uniformed employees will be reset to the full allotment of one hundred twenty-five (125) points to be used for replacements during such calendar year. The normal life of the uniform pieces will be considered to be two (2) years for the hard finish items and one (1) year for blouses and shirts. The cost of any additional pieces or accessory items in excess of the allowance shall be borne by the employee.

2. The style of a uniform shall be considered to have a life of two (2) or more years. Prior to changing a uniform, the Company will consult with a committee representing the employees and the committee's recommendations will be given consideration in the selection process. In the event of a complete uniform style change, the Company will provide each employee with a uniform allowance of two hundred (200) points for the purposes of ordering the new basic uniform pieces.

3. The basic uniform shall consist of any combination of the following items and/or additional optional uniform pieces as defined in the Customer Service Manual:

   a. Uniform Piece           Point Value Per Item
      ____________  ____________
      Jacket       25 Points
      Trousers/Shorts  15 Points
      Vest/Sweatshirt  15 Points
      Shirt        10 Points
      Belt         5 Points
      Hat          2 Points

   b. Maternity Uniform pieces will be available as optional pieces.

   c. Optional uniform pieces will not exceed twenty-five (25) points unless the Company and the Union agree to an exception.

4. All employees must comply with company approved uniform combinations and guidelines as published in the Customer Service Manual.

5. Employees may wear a Union insignia pin approved by the Company. Pin placement for uniformed employees shall be identified in the Customer Service Manual.

6. The Company shall provide and approve an IAM patch, which will be attached to selected uniform pieces. The size of the patch and the patch's placement shall be at the discretion of the Company.

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
ARTICLE 20, RETIREMENT PLAN

A. RSSA employees hired before July 19, 2006:

1. RSSA employees hired before July 19, 2006 will be given the opportunity to choose between the following options during a “Retirement Choice program” election period offered to eligible employees during 2007.

   a. Remaining with (and accruing future service under) the current MRP Retirement Program, including participation in the Retirement Plan for RSSA Employees, and the current matching provisions under the COPS, MRP, Dispatch 401(k) Plan providing a 50% company matching contribution in cash (in Alaska Air Group stock) of up to the first 6% 9% of participant’s pre-tax contributions (maximum company matching contribution is 3% 4.5% of eligible compensation); or

   b. Freezing participation in the Retirement Plan for RSSA Employees as of December 31, 2007 and becoming eligible for an enhanced company contribution under the COPS/MRP/Dispatch 401 (k) plan beginning January 1, 2008 that will provide a company contribution of 4% of eligible compensation in cash plus 50% company matching contributions in cash of up to the first 4% 7% of participant’s pre-tax contributions (maximum company contribution, including match, is 6% 7.5% of eligible compensation). Participants who choose this option will receive no additional credited service in the MRP Retirement Plan after December 31, 2007.

ARTICLE 22, INSURANCE

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

<table>
<thead>
<tr>
<th>Monthly Earning</th>
<th>Basic Life Insurance</th>
<th>Basic AD &amp; D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 800</td>
<td>$15,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>800 but less than 1,000</td>
<td>18,000</td>
<td>18,000</td>
</tr>
<tr>
<td>1,000 but less than 1,250</td>
<td>22,500</td>
<td>22,500</td>
</tr>
<tr>
<td>1,250 but less than 1,500</td>
<td>30,000</td>
<td>30,000</td>
</tr>
<tr>
<td>1,500 but less than 1,750</td>
<td>37,500</td>
<td>37,500</td>
</tr>
<tr>
<td>1,750 but less than 2,000</td>
<td>45,000</td>
<td>45,000</td>
</tr>
<tr>
<td>2,000 but less than 2,249</td>
<td>54,000</td>
<td>54,000</td>
</tr>
<tr>
<td>2,250 but less than 2,499</td>
<td>60,000</td>
<td>60,000</td>
</tr>
</tbody>
</table>

**Bold and Underlined language indicates proposed changed (new) language**

Strike-through language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
RSSA TENTATIVE AGREEMENT, 2019

2,500 but less than 2,749—50  66,000  66,000
2,750 but less than 2,999—3000  72,000  72,000
3,000 but less than 3,249—3250  78,000  78,000
3,250 but less than 3,499—3500  84,000  84,000
3,500 but less than 3,749—3750  90,000  90,000
3,750 but less than 3,999—4000  96,000  96,000
4,000 but less than 4,249—4250  102,000 102,000
4,250 but less than 4,499—4500  108,000 108,000
4,500 but less than 4,749—4750  114,000 114,000
4,750 and over but less than 5000  120,000 120,000
5,000 but less than 5250  126,000 126,000
5250 but less than 5500  132,000 132,000
5500 but less than 5750  138,000 138,000
5750 but less than 6,000  144,000 144,000
6000 but less than 6250  150,000 150,000
6250 but less than 6500  156,000 156,000
6500 but less than 6750  162,000 162,000
6750 but less than 7000  168,000 168,000
7000 or over  174,000 174,000

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

2. Contributions

a. For Plan Year 2013, employee contributions for the PPO plan will be no more than 19% of the total premium.

b. For Plan Year 2014, employee contributions will be no more than 20% of the total premium.

c. For Plan Year 2015, employee contributions will be no more than 21% of the total premium.

d. For Plan Year 2016 and extending beyond the amendable date, employee contributions for the PPO will be at 22% of the total premium.

e. // For all years the annual increase will be no more than 15% higher than the prior year’s employee contributions until the 22% is achieved.

14 Bold and Underlined language indicates proposed changed (new) language

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
f. Upon reaching the 22% maximum, subsequent annual increases will be no more than 10% higher than the prior year’s 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, 2013, co-pays, deductibles and other terms under the PPO health care plan will be fixed at the following levels:

f. Expenses for spinal manipulation shall be limited to two hundred dollars ($200) per person per calendar year. Chiropractic care shall be limited to 24 visits per person per calendar year.

4. Dental Summary

d. Orthodontia: Maximum of $2,000 lifetime per individual with separate $100 lifetime deductible and 80% of reasonable and customary charges paid by the Plan.

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

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

F. Retiree Health Care - Employees retiring may continue participating in the Group Medical Plan under this Agreement for themselves and their dependents at their own expense until they are eligible for Medicare. If a plan participant retires on or after age 62, he/she will be allowed to use up to 50% of the value of their sick leave balance at the time of their retirement to pay for 50% of their monthly retiree health care premiums. Upon termination of employment, the retiree will have a one-time option to elect to convert 50% of their sick leave balance (hours) times their current hourly pay rate into a "bank" from which the company will credit 50% of the monthly premium for the retiree’s (and eligible dependents’) health care coverage until that “bank” is exhausted, or until the retiree (or eligible dependents) are no longer eligible for retiree health care, whichever comes first. If the 50% sick leave “bank” is exhausted prior to the retiree (or eligible dependents) reaching Medicare eligibility, the retiree may continue retiree medical coverage until he or she is no longer eligible by paying the full monthly premium.
RSSA TENTATIVE AGREEMENT, 2019

ARTICLE 23, WAGE RULES

J. Effective DOS, leads will be paid a premium of one dollar and fifty cents ($1.50) two dollars and twenty-five cents ($2.25) per hour. For pay purposes, this shall be considered as part of the basic rate for calculations.

N. All Ramp & Stores employees at the Yakutat, Cordova, Nome, Kotzebue and Barrow, and Bethel stations, shall receive a location differential, which at the contractual wage start rate will be five dollars and fifty cents ($5.50) eight dollars and fifty cents ($8.50) per hour. This differential will be reduced by .25 cents ($0.25) per hour at each step beginning at step two one (1) and will be three dollars and twenty-five cents ($3.25) five dollars and fifty cents ($5.50) per hour at the tenth (10th), eleventh (11th) and twelfth (12th) steps, which is in addition to any other differential. For pay purposes, this shall be considered as part of the basic rate for calculations.

No later than thirty days (30) days after date of signing, a contract incentive payment of five thousand dollars ($5000) will be paid to all RSSA employees of record as of date of signing or to employees on a leave of absence, on date of signing.

S. Effective DOS, Departure Coordinators will be paid a differential of one dollar and fifty cents ($1.50) per hour.

ARTICLE 25, EFFECTIVE DATE AND DURATION

Except as may otherwise be stated, all provisions of this Agreement shall become effective July 19, 2012 [DOS], and shall remain in full force for the period ending July 19, 2018 [DOS] and shall automatically be renewed under the same terms and conditions for consecutive yearly periods thereafter unless notice of intended change is served as provided herein and in accordance with Title I, Section 6 of the Railway Labor Act. Either party desiring to amend or modify any provision of this Agreement shall serve notice in writing on the other party at least Twelve (12) months thirteen (13) but not more than Thirteen (13) fourteen (14) months (between June 19, 2017 and July 19, 2017) preceding July 19, 2018 DOS or July 19 of any year thereafter; specifically mentioning any amendments or modifications desired, and no other provisions of this Agreement shall be affected by such notice, except to the extent that other provisions must be revised to conform with the amendments or modifications agreed upon. When any notice of desired amendment or modifications of any provisions hereof is served, the parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate concerning such desired amendments or modifications. If an Agreement has not been reached by April 19, 2018 June xx, 2024, the parties will jointly petition the National Mediation Board for mediation services.

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
ARTICLE 27, SHIFT DIFFERENTIAL

A. Employees covered by this Agreement shall receive multiple shift differential of fifty-one (51) sixty ($0.60) cents per hour for second shift or a fifty-eight (58) seventy-five ($0.75) cents per hour for the third shift when they work these shifts as defined in Article 5.

B. An employee who works a relief schedule and who is scheduled to work two or more starting times during a work week will be paid multiple shift differential of sixty-one (61) eighty ($0.80) cents per hour for all hours worked during any work week in which he works such schedule.

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

ARTICLE 29, UNION SHOP AND DUES CHECK-OFF

B. All new employees will meet with Union representative(s) for the purpose of union orientation. Upon receipt by the Company of a signed authorization to the Union of initiation fees, dues and assessments payable to the Union, the Company will deduct from the employee’s initial check each month such initiation fees, dues and assessments, as are uniformly required as a condition for acquiring or retaining membership. This assignment shall be revocable by the employee through written notice after the expiration of one (1) year, such notice to be sent in duplicate by certified or registered mail to the District Secretary-Treasurer of the Union, or upon the termination date of the Collective Bargaining Agreement, whichever occurs sooner. Such deduction for membership dues or assessments will be subject to change upon receipt by the Company of a written certification by the President/Directing General Chair of District Lodge 142 that such initiation fees, dues, or assessments, have been duly changed and specifying the amount thereof.
LETTER #1

Contract Service Lead

Contract Service leads will be compensated at $4.25/hour $6.25/hour differential. After one year in the CSL position, the differential shall increase to $8.25/hour. The Contract Service Lead differential will be paid above the base classification (e.g., Stores Agent, Ramp Service Agent,) and will become part of the Contract Service Lead’s base pay for sick leave, vacation, overtime, etc.

LETTER #5

PRUDHOE BAY, ALASKA

6. Article 13, Vacations

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrual Rate in Minutes per Straight Time Hour Worked</td>
<td>0 - 4</td>
<td></td>
</tr>
<tr>
<td>2.50</td>
<td>5 - 11</td>
<td></td>
</tr>
<tr>
<td>4.65</td>
<td>12 - 20</td>
<td></td>
</tr>
<tr>
<td>6.94</td>
<td>21 and over</td>
<td></td>
</tr>
<tr>
<td>7.50</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

One year represents 2184 hours.

Bold and Underlined language indicates proposed changed (new) language

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
New Letter of Agreement

WORK SECURITY

Letter of Agreement #14

LETTER OF AGREEMENT

BETWEEN

ALASKA AIRLINES, INC.

AND

THE INTERNATIONAL ASSOCIATION OF MACHINISTS

AND AEROSPACE WORKERS

FOR

CLERICAL, OFFICE AND PASSENGER SERVICE EMPLOYEES

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

WHEREAS, the Union is the collective bargaining representative of the Company’s Clerical, Office and Passenger Service Employees (“COPS”) employees, and the Union and the Company are parties to a collective bargaining agreement covering such employees (the “COPS Agreement”); and

WHEREAS, the Union has proposed, and the Company has agreed, that the parties enter into a Letter of Agreement providing for work security for its COPS [RSSA] employees; and

THEREFORE, the Company and the Union enter into this Letter of Agreement, as set forth below.

1. The Company agrees that, for the duration of this Letter of Agreement, it will not outsource or subcontract work that, as of [the Date of Signing (“DOS) of this letter], is exclusively performed at Company locations by the employees within classifications covered in Article 4 of the COPS Agreement.

2. As an exception to paragraph 1, the Company may outsource or subcontract work that, as of the DOS of this letter, is exclusively performed by employees within classification is covered in Article 4 of the COPS Agreement, if such outsourcing or subcontracting is through an Airport consortium or as a result of other regulatory requirements, and if such consortium or regulatory requirement is mandatory, at a particular airport. Article 10 of the COPS Agreement shall apply to any employee displaced as a result of outsourcing or subcontracting under this paragraph.

3. It is agreed the following are examples of work that is not “exclusively performed” by employees within classifications covered in Article 4 of the COPS Agreement as of [DOS of this letter]:
   a) COPS
      i) Wheelchair pushing
      ii) Curbside
      iii) Baggage Delivery (physical delivery of bag)

Bold and Underlined language indicates proposed changed (new) language

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
iv) Customer Care

b) RSSA
   i) Aircraft Fueling
   ii) De-icing
   iii) Baggage Delivery (physical delivery of bag)

4. This letter does not require the Company to bring in any work that is currently outsourced or subcontracted.

5. Except as specifically provided herein, this Letter of Agreement does not alter either party’s rights under the COPS Agreement, including but not limited to the Company’s ability to introduce new equipment and technology and continue to innovate as provided in Article 2.

This Letter of Agreement shall go into effect on date of signing, and shall expire on [amendable date plus two years]. Once this Letter of Agreement expires, the Company’s rights and responsibilities with respect to the outsourcing or subcontracting of work will be governed by the COPS or RSSA Agreements in effect. The parties do not intend to create a status quo obligation as it relates to the Company’s contractual right to outsource or subcontract work beyond the expiration date of this Letter of Agreement.

New Letter of Agreement #XX

Resource Planning

Resource Planning:
The Company may elect to utilize RSSA members for the purposes of assisting with staff planning. When it does so, the following provisions will apply:

For every six (6) vacancies, three (3) shall be made by the Company selecting the most qualified candidate and three (3) shall be made utilizing the bid processes as outlined in the RSSA Contract Article 10. It is further agreed that the successful candidates, whether selected by the Company or those to successfully bid into the department, will receive three ($3.00) per hour differential on their base classification. Should the Company wish to establish additional bid locations outside of the current location of Seattle and the proposed location of Anchorage, 30 days’ notice must be given to the District General Chair in addition to the notification requirements outlined in the RSSA Contract.

Each bid location established will have a separate list utilizing the three to three (3:3) ratio for the purpose of filling vacancies.

Should the need for a reduction in force arise in one of the locations, RSSA Article 9.J shall be utilized.

20 Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
The Company will furnish a list to the District General Chari in January of every year detailing each bid location’s personnel. The lists will include the names, seniority dates, bid or selection status, bid or selection date, and the contract that each person came from.

New Letter of Agreement #XX
Staffing Adjustment

This will confirm our discussion regarding the use of earned vacation time or banked holiday time in conjunction with an agent being awarded staffing adjust (commonly referred to as “SA,” or day of LOA” – which is unpaid leave time awarded on a scheduled working day. Staffing adjustment will be awarded by seniority within the classification in the bid location in accordance with RSSA Article 11.E.

When an agent has been awarded SA for a day or a portion of a day, it will be the individual agent’s discretion to utilize any earned vacation time or banked holiday time for the like time that has been awarded off. The time will be considered to be unpaid unless the employee indicates at the time of the award that they prefer to utilize earned vacation or banked holiday pay. Seniority will not be bypassed in favor of awarding an agent time off that wishes to forego pay; likewise, seniority will not be bypassed in favor of awarding an agent time off that wishes to utilize earned vacation. Time off will be awarded strictly based on seniority. However, once an agent has made their determination not utilize earned vacation or take the awarded leave unpaid, and the time off has been awarded, the agent may not switch their pay status (from paid to unpaid or vice versa).

New Letter of Agreement
Double Dipping

Letter XX
Letter of Agreement
Between
Alaska Airlines, INC.
And
The International Association of Machinists
And Aerospace Workers
For
Ramp Service and Stores Agents

Double Dipping

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
This Letter of Agreement is made and entered in accordance with the provisions of title II of the Railway Labor Act as amended, by and between Alaska Airlines, INC (the “Company”) and the Ramp Service and Stores employees in the service of the Company (the “employees”) as represented by the International Association of Machinists and Aerospace Workers (IAMAW).

Pursuant to the “Double Dipping” letter dated February 1, 2012; this letter of agreement recognizes the issue of “Double Dipping” as it relates to the RSSA Agreement.

The Company agrees that it will not issue an attendance occurrence and withhold trade privileges due to a single trade violation. The Company will have the option of issuing either an attendance occurrence or restricting trade privileges due to a trade violation, as outlined in the Company’s trade policy.

NEW Letter of Agreement

Non-DOT Random Drug Testing

Letter XX

Letter of Agreement

Between

Alaska Airlines, Inc.

And

The International Association of Machinists

And Aerospace Workers

For

Ramp Service and Stores Employees

Non-DOT Random Drug Testing

This Letter of Agreement is made and entered in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Alaska Airlines, Inc. (the “Company”) and the International Association of Machinists and Aerospace Workers (the “Union”) in representation of the Company’s Ramp Service and Stores employees (the “employees”).

WHEREAS, it is the desire of the Company and the Union to enhance the safety of the Company's operation through a non-DOT random drug testing program (“Program”).

22 **Bold and Underlined language indicates proposed changed (new) language**

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
WHEREAS, it is the desire of the Company and the Union to enter into a Letter of Agreement providing for a second chance for employees who fail a drug test under the Program.

NOW THEREFORE, the Company and the Union agree that the following will apply to the Program and to employees covered by the Program who fail a Program test and that, as an alternative to arbitration over the Program, the Company and the Union agree to the following:

1. The Union agrees that the Company has the right to implement and maintain the Program. However, the Program will include a Last Chance Agreement ("LCA") rehabilitation program for employees who test positive under the Program and who agree to and successfully complete the second-chance process. This will be a one-time only option for an employee who tests positive under the Program to retain his or her employment with the Company under the conditional reinstatement pursuant to an LCA.

2. An employee who executes an LCA may not test positive for drugs or alcohol for the remainder of his or her career at the Company and will agree to be subject to "no-notice" testing at the direction of the Company under the terms of the LCA. If the employee fails to comply with the provisions of the LCA, he or she will be subject to immediate discharge. The employee may challenge the discipline in the grievance procedure, but only as to the question of whether the charged offense occurred, and not the extent of the penalty.

3. An employee who does not execute an LCA will be subject to immediate discharge under the Program. In this case, the Union and employee will have the right to challenge whether the Company had cause for the discharge under the applicable labor agreement, but will not have a right to challenge whether the Company violated the applicable labor agreement by implementing the Program.

4. This Letter of Agreement and the second-chance process called for under it is precedential for the Program only. This Letter of Agreement is non-precedential with respect to any other Company drug-testing program. For example, the Alaska Airlines post-accident, reasonable suspicion, and DOT drug and alcohol-testing programs are not covered by this Letter of Agreement. The Company’s right to discharge for an offense under those programs is maintained by the Company, and the right of the Union and the employee to grieve discipline or discharge under those programs is maintained by the Union.
AND AEROSPACE WORKERS
FOR
Ramp Service and Stores EMPLOYEES

SICK LEAVE BUY-OUT

Alaska Airlines, Inc. (the “Company”), and the International Association of Machinists and Aerospace Workers for Clerical, Office, and Passenger Service Employees (the “Union”) as representative of the RSSA members employed by Alaska agree as follows:

An employee retiring directly from active service at age 55 or older who has ten (10) years of vesting service or twenty (20) years of Company service will be paid a lump sum equal to the employee’s current rate of pay multiplied by the sum of the employee’s accrued sick leave balance multiplied by 25%.

Employees covered under this letter will receive the same increase to the sick leave lump sum cash payout if another Company represented workgroup receives an increase after the date of signing of this letter.

All other provisions of the collective-bargaining agreement remain in full force and effect.

NEW Letter of Agreement

Ground Safety Action Program (GSAP) for Ground Employees LETTER #XX

LETTER OF AGREEMENT XX BETWEEN
ALASKA AIRLINES, INC.
AND
THE INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
FOR
Ramp Service and Stores EMPLOYEES

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

The Company and the Union enter into this Letter of Agreement to incorporate the Alaska Airlines Ground Safety Program (GSAP) Memorandum of Understanding and Commitment to a Continuously Improving Safety Culture, dated February 1, 2018, signed by Dave Supplee, President/General Chair, IAM District 142; Tom Nunn, VP Safety; and Wayne Newton, VP Airport Operations and Customer Service (AOCS).

GSAP – Commitment to a Continuously Improving Safety Culture

24 **Bold and Underlined language indicates proposed changed (new) language**
**Strikethrough language indicates proposed deletions**

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
The Ground Safety Awareness Program (GSAP) is designed to foster transparency and accountability by openly identifying issues that impact the safety of our aircraft, customers, and employees. The goal of this program is to gather information that otherwise might not be available. Since GSAP was started in November of 2012, over 2,000 reports have been filed. These reports will provide us with data that allows us to see trends and implement corrective actions to continuously enhance the safety of our airline.

As we move forward, the GSAP program will be non-punitive in a majority of cases. The Company will not take disciplinary action against you for involvement in an incident or accident if you file a timely GSAP report, which is subsequently accepted by the Event Review Committee (ERC) as long as the following are not involved: 1) intentional/willful disregard for safety, 2) repeat cases of reckless behavior.

This is intended to ensure a fair and balanced safety culture, in which we make improvements from lessons learned, and there is an appropriate place for discipline. In cases where the ERC cannot come to consensus on report acceptance, the Safety Division will conduct an investigation in order to provide a neutral perspective regarding the employee intentions, actions, and system factors. Per the MOU, if willful or intentional disregard for safety is determined by the ERC, the report will not be accepted, and company disciplinary action may be involved. The same holds true for repeat cases of reckless behavior. If the company determines the employee has a history of reckless behavior, the employee may be disciplined regardless of whether a GSAP was accepted. In either case, the content of the GSAP report remains confidential and will not be used to initiate or support company discipline, consistent with the terms of the MOU.

To follow the intent of our GSAP program, it is critical that you provide detailed information on how and why the event occurred, that you respond to requests for information as requested by the ERC, and that you offer ideas regarding future prevention. Additionally, it is important that anyone who has filed a report reply to phone and email requests from an ERC member in a timely manner. In all reports accepted by the ERC, constructive tools will be considered, such as coaching, sharing of lessons learned, and refresher training. Employees who report through the GSAP program are required to participate in these constructive tools, per the MOU. It is also important to remember that filing a GSAP does not replace the requirement to file an Irregularity report.

The GSAP program and its voluntary nature have been a key element in fostering the safest period in history for commercial airline operations. Both management and the IAMAW remain fully committed to the program’s success.

ALASKA AIRLINES
GROUND SAFETY ACTION PROGRAM (GSAP) FOR GROUND EMPLOYEES

MEMORANDUM OF UNDERSTANDING

1. GENERAL. Alaska Airlines (AS) is a Title 14 of the Code of Federal Regulations (14 CFR), air carrier operating under Part 121 engaged in Passenger and Cargo Air Transportation within North and South America. AS operates approximately 218 aircraft, and employs approximately 5081 ground employees. The ground employees are represented by the International Association of Machinists and Aerospace Workers (IAMAW), hereinafter referred to as "ground employees".

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
2. PURPOSE. AS and the IAMAW are committed to improving safety. Each party has determined that safety would be enhanced if there were a systematic approach for ground employees to promptly identify and correct potential safety hazards. The primary purpose of the AS Ground Safety Action Program (GSAP) is to identify safety events, and to implement corrective measures that reduce the opportunity for safety to be compromised. In order to facilitate flight safety analysis and corrective action, AS joins the IAMAW in voluntarily implementing this GSAP for ground employees, which is intended to improve safety through ground employee self-reporting, cooperative follow-up, and appropriate corrective action. This Memorandum of Understanding (MOU) describes the provisions of the program.

1 Ground employees include customer service, cargo, ramp, operations, stores, crew scheduling, reservations, accounting and records specialist agents.

3. BENEFITS. The program will foster a voluntary, cooperative, nonpunitive environment for the open reporting of safety concerns. Through such reporting, all parties will have access to valuable safety information that may not otherwise be obtainable. This information will be analyzed in order to develop corrective action to help solve safety issues and possibly eliminate deviations from Company Policy.

4. APPLICABILITY. The AS GSAP applies to all ground employees of AS and only to events that occur while acting in that capacity. Reports of events involving apparent noncompliance with Company Policy that is not inadvertent or that appears to involve an intentional disregard for safety, criminal activity, substance abuse, controlled substances, alcohol, or intentional falsification are excluded from the program.

a. Events involving possible noncompliance with 14 CFR by AS that are discovered under this program may be handled under the Voluntary Disclosure Policy, provided that AS voluntarily reports the possible noncompliance to the FAA and that the other elements of that policy are met. (See the current version of AC 00-58, Voluntary Disclosure Reporting Program and FAA Order 2150.3B, Compliance and Enforcement Program, Chapter 5).

b. Any modifications of this MOU must be accepted by all parties to the agreement.

5. PROGRAM DURATION. This is a Continuing program and may be terminated at any time for any reason by AS or the IAMAW. The termination or modification of a program will not adversely affect anyone who acted in reliance on the terms of a program in effect at the time of that action; i.e., when a program is terminated, all reports and investigations that were in progress will be handled under the provisions of the program until they are completed. Failure of any party to follow the terms of the program ordinarily will result in termination of the program.

6. REPORTING PROCEDURES. When a ground employee observes a safety problem or experiences a safety-related event, he or she should note the problem or event and describe it in enough detail so that it can be evaluated by a third party.

a. GSAP Report Form. At an appropriate time during the workday (e.g. after the shift has ended for the day), the employee should complete GSAP Report (electronic form) for each safety problem or event and submit it electronically. If the electronic reporting system is not available to the ground employee at the time, he or she needs to file a report, the employee may contact the ASAP Hotline (877-897-2727).

b. Time Limit. Reports will generally be accepted under the GSAP, regardless of the timeframe within which they are submitted, provided they otherwise meet the acceptance criteria of paragraph 4 of this MOU.

26 Bold and Underlined language indicates proposed changed (new) language
StrikeThrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
c. Non-reporting employees covered under this GSAP MOU. If a GSAP report identifies another covered ground employee in an event involving possible noncompliance with Company Policy and that employee has not submitted a separate report, and the original report otherwise qualifies for inclusion under GSAP, the ERC may offer the non-reporting employee the opportunity to submit his/her own GSAP report.

d. Non-reporting employees not covered under this GSAP MOU. If a GSAP report identifies another AS employee who is not covered under this MOU, and the report indicates that employee may have been involved in possible noncompliance with 14 CFR, the ERC will determine on a case-by-case basis whether it would be appropriate to offer that employee the opportunity to submit a GSAP report. If the ERC determines that it is appropriate, the ERC will provide that employee with information about GSAP and invite the employee to submit a GSAP report.

7. POINTS OF CONTACT. The ERC will be comprised of one representative from AS management; one representative from the IAMAW; and one representative from the Safety Division; or their designated alternates in their absence. In addition, AS will designate one person who will serve as the ASAP/GSAP manager. The ASAP/GSAP manager (or designee) will be responsible for program administration, and will not serve as a voting member of the ERC.

8. ASAP/GSAP MANAGER. When the ASAP/GSAP Manager receives the report, he or she will record the date and time of any event described in the report and the date and time the report was submitted through the electronic reporting system. The ASAP/GSAP Manager will enter the report, along with all supporting data, on the agenda for the next ERC meeting. Reports should be provided to all ERC members prior to the scheduled ERC meeting in accordance with guidance contained in Advisory Circular 120-66, as amended. The ERC will determine whether a report is submitted in a timely manner or whether extraordinary circumstances precluded timely submission. To confirm that a report has been received, the ASAP/GSAP Manager will send a written receipt through the electronic reporting system to each employee who submits a report. The ASAP/GSAP Manager will serve as the focal point for information about, and inquiries concerning the status of, GSAP reports, and for the coordination and tracking of ERC recommendations.

9. EVENT REVIEW COMMITTEE (ERC). The ERC will review and analyze reports submitted by the ground employees under the program, identify actual or potential safety problems from the information contained in the reports, and propose solutions for those problems. The ERC will provide feedback to the individual who submitted the report.

   a. The ASAP/GSAP Manager will maintain a database that continually tracks each event and the analysis of those events. The ERC will conduct a 12-month review of the GSAP database with emphasis on determining whether corrective actions have been effective in preventing or reducing the recurrence of safety-related events of a similar nature. That review will include recommendations for corrective action for recurring events indicative of adverse safety trends.

10. ERC PROCESS.

   a. The ERC will meet as necessary to review and analyze reports that will be listed on an agenda submitted by the ASAP/GSAP Manager. The ERC will determine the time and place of the meeting. The ERC will meet at least once a month, or the frequency of meetings will be determined by the number of reports that have accumulated or the need to acquire time critical information.
b. The ERC will make its decisions involving GSAP issues based on consensus. Under the AS GSAP, consensus of the ERC means the voluntary agreement of all representatives of the ERC. It does not require that all members believe that a particular decision or recommendation is the most desirable solution, but that the result falls within each member’s range of acceptable solutions for that event in the best interest of safety. In order for this concept to work effectively, each ERC representative shall be empowered to make decisions within the context of the ERC discussions on a given report. The ERC representatives will strive to reach consensus on whether a reported event is covered under the program, how that event should be addressed, and the corrective action or any enforcement action that should be taken as a result of the report. For example, the ERC should strive to reach a consensus on the recommended corrective action to address a safety problem such as an operating deficiency or airworthiness discrepancy reported under GSAP. The corrective action process would include working the safety issue(s) with the appropriate departments at the airline that have the expertise and responsibility for the safety area of concern. In the event there is not a consensus of the ERC, the AS Director, Airports Operations and Customer Service Safety will decide how the report should be handled.

c. It is anticipated that three types of reports will be submitted to the ERC: safety-related reports that appear to involve a possible noncompliance with Company Policy, reports that are of a general safety concern, but do not appear to involve possible noncompliance with Company Policy, and any other reports: e.g., involving catering and passenger ticketing issues. All safety-related reports shall be fully evaluated and, to the extent appropriate, investigated.

d. The ERC will forward de-identified non-safety reports to the appropriate AS department head for his/her information and, if possible, internal (AS) resolution. For reports related to safety, including reports involving possible noncompliance with Company policy, the ERC will analyze the report, conduct interviews of reporting ground employees, and gather additional information concerning the matter described in the report, as necessary.

e. The ERC should also make recommendations to AS for corrective actions for systemic issues. For example, such corrective action might include changes to AS operations procedures, aircraft maintenance procedures, or modifications to the training curriculum for ground employees. Any recommended changes that affect AS will be forwarded through the ASAP/GSAP Manager to the appropriate department head for consideration and comment, and, if appropriate, implementation. The ASAP/GSAP Manager will track the implementation of the recommended corrective action and report on associated progress as part of the regular ERC meetings. Any recommended corrective action that is not implemented should be recorded along with the reason it was not implemented.

f. RESERVED

g. Any corrective action recommended by the ERC for a report accepted under GSAP must be completed to the satisfaction of all members of the ERC, or the GSAP report will be excluded from the program, and the event will be referred to the appropriate department for further action, as appropriate.

h. Use of the AS GSAP Report: Neither the written GSAP report nor the content of the written GSAP report will be used to initiate or support any Company disciplinary action, or as evidence for any purpose in an FAA enforcement action. The Company may conduct an independent investigation of an event disclosed in a report.

11. COMPANY ENFORCEMENT.


b. Formal Action. Possible noncompliance with Company policy disclosed in GSAP report that is covered under the program and supported by sufficient evidence may be addressed with informal action (i.e., oral or written counseling) by the ERC.

28 Bold and Underlined language indicates proposed changed (new) language

Strike-through language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
c. Reports Involving Qualification Issues. AS GSAP reports covered under the program that demonstrate a lack, or raise a question of a lack, of qualification of a ground employee will be addressed with corrective action, if such action is appropriate and recommended by the ERC. If an employee fails to complete the corrective action in a manner satisfactory to all members of the ERC, the GSAP event will be referred to an appropriate department within the Company for any additional investigation and reexamination and/or enforcement action, as appropriate. An ERC recommended corrective action cannot be used to initiate or support Company discipline.

d. Excluded from GSAP. Reported events involving possible noncompliance with Company Policy that are excluded from GSAP (see paragraph 4) will be referred by the ERC to an appropriate department within the Company for any additional investigation and re-examination and/or enforcement action, as appropriate.

e. Corrective Action. Employees initially covered under a GSAP event will be excluded from the program if they fail to complete the recommended corrective action(s) in a manner satisfactory to all members of the ERC. Failure of an employee to complete the ERC recommended corrective action(s) in a manner satisfactory to all members of the ERC may result in the reopening of the case and referral of the matter for appropriate action.

f. Repeated Instances of Noncompliance with Company policy involving the same or similar possible noncompliance with the policies that were previously addressed with informal action under GSAP will be accepted into the program, provided they otherwise satisfy the acceptance criteria in paragraph 4 above. The ERC will consider on a case-by-case basis the corrective action that is appropriate for such reports.

g. Closed Cases. A closed GSAP case involving a violation which no action has been taken, may be reopened and appropriate enforcement action taken if evidence later is discovered that establishes that the violation should have been excluded from the program.

12. EMPLOYEE FEEDBACK. The GSAP program will publish a synopsis of the reports received, as well as pertinent data and trend information derived from the ground employee reports, in the GSAP Monthly Review publication. Specific event summaries contained in the synopsis will not include employee names or identify stations. Any employee who submitted a report may also contact the ASAP/GSAP Manager to inquire about the status of his/her report. In addition, each employee who submits a report accepted under GSAP will receive individual feedback on the final disposition of the report.

13. INFORMATION AND TRAINING. The details of the GSAP Program will be made available to all ground employees and their supervisors by publication in the AS Customer Service Manual. AS ground employees, supervisors and managers will receive instruction concerning the program during regularly scheduled recurrent training. All new-hire ground employees will receive training on the program during initial training.

14. REVISION CONTROL. Revisions to this MOU shall be documented using standard revision control methodology.

15. RECORDKEEPING. All documents and records regarding this program will be kept by the AS ASAP/GSAP Manager and made available to the other parties of this agreement at their request. All records and documents relating to this program will be appropriately kept in a manner that ensures compliance with Company policy and all applicable law. IAMAW and the Company will maintain whatever records they deem necessary to meet their needs.

16. SIGNATORIES. All documents and records regarding this program will be kept by the AS ASAP/GSAP Manager and made available to the other parties of this agreement at their request. All records and documents relating to this program will be appropriately kept in a manner that ensures compliance with Company policy and all applicable law. IAMAW and the Company will maintain whatever records they deem necessary to meet their needs.

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
NEW Letter of Agreement

LETTER #XX

LETTER OF AGREEMENT

BETWEEN

ALASKA AIRLINES, INC.

AND

THE INTERNATIONAL ASSOCIATION OF MACHINISTS

AND AEROSPACE WORKERS

FOR

CLERICAL, OFFICE AND PASSENGER SERVICE EMPLOYEES

AND

RAMPS AND STORES EMPLOYEES

COPS/RSSA Bridge Agreement

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

WHEREAS, the Union is the collective bargaining representative of the Company’s Clerical, Office and Passenger Service (“COPS”) employees, and of the Company’s Ramp and Stores (“RSSA”) employees; and

WHEREAS, the Union has proposed, and the Company has agreed, that the parties enter into a Letter of Agreement to address the circumstance when a COPS employee is hired into an RSSA position (or vice versa);

THEREFORE, the Company and the Union enter into this Letter of Agreement to establish the terms that apply when a Company COPS employee is hired into an RSSA position (or vice versa), as set forth below.

If a COPS employee is hired into an RSSA position (or vice versa), the following provisions apply:

1. A COPS employee hired into an RSSA position will retain the seniority that the employee had accrued under the COPS Agreement, and shall continue to accrue seniority in the previous position as if employed under the COPS Agreement for as long as the employee holds a position covered under the RSSA Agreement. Likewise, an RSSA employee hired into a COPS position will retain the seniority that the employee had accrued under the RSSA Agreement, and shall continue to accrue seniority in the previous position as if employed under the RSSA Agreement for as long as the employee holds a position covered under the COPS Agreement.
2. The employee seeking to move from a COPS position to an RSSA position (or vice versa) will be subject to the normal hiring standards and process as set forth by the Company. If hired into a new position, the employee shall be subject to initial probation as set forth in COPS and RSSA Articles 9.

3. In addition to seniority, the employee would retain steps for pay, their annual step increase date, and their existing vacation accrual years of service. The employee’s accrual of vacation and sick leave will be governed by the collective bargaining agreement under which the employee is working. The employee’s current vacation (earned and accrued) and sick balances will transfer with the employee to the new position.

4. Retirement plan participation and eligibility in the Company pension plan and/or 401(k) plan are governed by the requirements and provisions set forth in the respective plan documents. A COPS employee who is considering being hired into an RSSA position (or vice versa) should contact the Retirement Benefits to understand the consequences of such move on his or her Company retirement benefits.

5. If an RSSA employee is hired into the COPS agreement, the employee will not be subject to the language in RSSA Article 9.L.1.

6. If a COPS employee is hired into the RSSA agreement, the employee will not be subject to the language in COPS Article 9.F.7.

7. In order for the employee to return to the other Agreement, a vacancy must exist, and the employee would be subject to the normal bidding process under the collective bargaining agreement under which they will be working after the employee’s return.

8. If furloughed, the employee can exercise his/her furlough rights into any classification where the employee holds seniority in the agreement under which the employee is working at the time of the furlough. In the event the employee cannot exercise seniority under that agreement, the employee can then exercise furlough rights into any classification where they hold seniority under the other agreement.

Should any unanticipated or unintended issues arise between the parties as the provisions of this letter are implemented, the Company and Union agree to meet and discuss those issues and, if necessary, amend this Letter of Agreement to clarify and mitigate them. At the minimum, the parties will meet to discuss the status of this letter once a year.

New Letter of Agreement XX

Sliding Scale Differential

The purpose of this letter is to formalize the discussion regarding a pay rate change for employees covered by the RSSA agreement in LAX/FAI/KTN/JNU/SIT. The Company has had trouble recruiting qualified candidates for Ramp Service Agent and Stores Agent positions in these stations. The proposed Ramp Service Agent and Stores Agent rate change is for a location differential that would begin at $2.00 per hour and decrease by 20 cents at each step, beginning with step 1, and ending at step 10.

Bold and Underlined language indicates proposed changed (new) language
Strikethrough language indicates proposed deletions
For the purpose of this document, only Articles and paragraphs with proposed changes are included.
LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and the

INTERNATIONAL ASSOCIATION OF MACHINISTS

AND AEROSPACE WORKERS

TBD 2023 Wage Review

This Letter of Agreement is made and entered in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Alaska Airlines, Inc. (the “Company”) and the Ramp Service and Stores Employees in service of the Company (the “employees”) as represented by the International Association of Machinists and Aerospace Workers (the “Union”).

To ensure Alaska employees are competitively compensated relative to their industry peers, the company and the IAM agree that on (the fourth anniversary of the agreement), there will be an annual increase of 1.5% to all wage steps or adjusted per the below, whichever is greater.

At least 30 days prior to, and thirty days after, the fourth anniversary of the agreement (or August 10, 2023 – whichever comes first), the Company and the Union will meet for the purpose of reviewing base RSA wage rates at the major U.S. based passenger air carriers (American, Delta, United, Southwest, JetBlue, Spirit and Frontier) and establishing the appropriate adjustment for base scales in Schedule A.

The formula to determine the appropriate adjustment will be as follows:

1. Calculate the Comparison Wage
   a. Identify the four highest Customer Service Agent or equivalent classification TOS pay rates of the major carriers.
   b. Add the four wage rates from #1 together and divide by four to arrive at an Average Wage.
   c. Multiply the Average Wage by 0.90 to arrive at the Comparison Wage.

2. Calculate the Normal Downline Wage
   a. Multiply the current Alaska TOS RSA base wage rate by 1.015.

3. Compare Comparison Wage to Normal Downline Wage
   a. The new TOS RSA wage will be the higher of the Comparison Wage or the Normal Downline Wage.

4. Create Scale Adjustment Percentage
   a. If the higher rate is the Normal Downline Wage rate, all scales in Schedule A will be adjusted by 1.5% (1.015) from their current rates.
   b. If the higher rate is the Comparison Rate, divide the Comparison Rate by the current TOS wage rate and subtract 1 and all scales in Schedule A will be adjusted by this resulting percentage.

Differentials and other pay variables will not be considered in these base wage rate calculations.

**Bold and Underlined** language indicates proposed changed (new) language

**Strikethrough** language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.
This letter will automatically expire following the January 1, 2024.

Example:

**TOS RSA wage rate**

| Alaska Airline wage rate   | $18.00 |

**OAL TOS RSA Wage Rate**

| American Airlines          | $21.00 |
| United Airlines            | $23.00 |
| Delta Airlines             | $20.00 |
| Southwest Airlines         | $22.00 |

**Total** $86.00

Divided by the number of carriers (4)

**Average TOS rate** $21.50

Times .9 = 19.35

**Scheduled increase** 1.5% $18.00 + .27 = $18.27

**Wage averaged increase** $18.00 + $1.35 = $19.35 or a 7.5% increase

In this scenario the wage review yielded the higher percentage increase, 7.5% and that is used to calculate all of the wage scales and step increases.
RSSA TENTATIVE AGREEMENT, 2019

ARTICLE 26, SCHEDULE A

Effective August 10, 2019

RAMP SERVICE AGENT AND STORES AGENT
BASE RATES FOR DURATION OF AGREEMENT

<table>
<thead>
<tr>
<th>Steps*</th>
<th>8/1/19</th>
<th>8/1/20</th>
<th>8/1/21</th>
<th>8/1/22</th>
<th>8/1/2023**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$15.00</td>
<td>$15.52</td>
<td>$15.75</td>
<td>$15.99</td>
<td>$16.23</td>
</tr>
<tr>
<td>Step 1</td>
<td>$15.40</td>
<td>$15.93</td>
<td>$16.17</td>
<td>$16.41</td>
<td>$16.66</td>
</tr>
<tr>
<td>Step 2</td>
<td>$16.00</td>
<td>$16.55</td>
<td>$16.80</td>
<td>$17.05</td>
<td>$17.31</td>
</tr>
<tr>
<td>Step 3</td>
<td>$16.25</td>
<td>$16.81</td>
<td>$17.06</td>
<td>$17.32</td>
<td>$17.58</td>
</tr>
<tr>
<td>Step 4</td>
<td>$16.59</td>
<td>$17.16</td>
<td>$17.42</td>
<td>$17.68</td>
<td>$17.94</td>
</tr>
<tr>
<td>Step 5</td>
<td>$17.61</td>
<td>$18.22</td>
<td>$18.49</td>
<td>$18.77</td>
<td>$19.05</td>
</tr>
<tr>
<td>Step 6</td>
<td>$18.63</td>
<td>$19.28</td>
<td>$19.57</td>
<td>$19.86</td>
<td>$20.16</td>
</tr>
<tr>
<td>Step 7</td>
<td>$19.82</td>
<td>$20.51</td>
<td>$20.81</td>
<td>$21.13</td>
<td>$21.44</td>
</tr>
<tr>
<td>Step 9</td>
<td>$20.80</td>
<td>$21.52</td>
<td>$21.84</td>
<td>$22.17</td>
<td>$22.50</td>
</tr>
<tr>
<td>Step 10</td>
<td>$22.23</td>
<td>$23.00</td>
<td>$23.34</td>
<td>$23.69</td>
<td>$24.05</td>
</tr>
<tr>
<td>Step 11</td>
<td>$24.29</td>
<td>$25.13</td>
<td>$25.50</td>
<td>$25.88</td>
<td>$26.27</td>
</tr>
<tr>
<td>Step 12</td>
<td>$29.00</td>
<td>$30.00</td>
<td>$30.30</td>
<td>$30.75</td>
<td>$31.22</td>
</tr>
</tbody>
</table>

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

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

**Effective August 1, 2023, base wage rates shall be the greater of the above rates or the wage rates resulting from the 90% Wage Review calculations.

34 **Bold and Underlined language indicates proposed changed (new) language**

Strikethrough language indicates proposed deletions

For the purpose of this document, only Articles and paragraphs with proposed changes are included.