

Alaska Airlines Tentative Agreement - Economic Highlights

Insurance

Employee cost share of PPO plan decreased from 22% to 20% upon next open enrollment resulting in an estimated average annual savings of \$325 for COPS employees and \$373 for RSSA employees enrolled in PPO plan vs current language.

Retirement

Company match increased by 1.5% for all COPS and RSSA employees.

Wage Increases

<u>Pay Grade</u>	<u>Step 12 Base Rate Increase at DOS</u>
Customer Service Agent	15.3%
Reservations Agent	17.3%
Accounting/Records Specialist	10.0%
Crew Scheduler	10.0%
Operations Agent	17.8%
Station Agent	17.7%
CRC Agent	15.3%
Mail Specialist	19.2%
Work Control Specialist	10.0%
Ramp & Cargo	16.6%
Stores	13.1%

Average effective DOS increases (including location premiums, local minimum wage ordinances, transition premiums) of 14% or \$2.55/hr for COPS and 18% or \$3.67/hr for RSSA

Minimum of 10% increase to base wage rates at all steps and all Grades/Classifications

Agent Grade D Employees move to Grade C with DOS increases ranging from 12.9% to 21.7%

Single wage scale for Agent Grade C (CSAs), Grade D (Reservations), Ramp Agent, and Stores Agent

Out-year Wage Increases

DOS +1: 3.45% increase to base wage rates at all steps all Grades/Classifications

DOS +2: 1% increase to base rates at top step only for all Grades/Classifications. 1.5% increase to base rates for all other steps for all Grades/Classifications

DOS +3: 1.5% increase to base rates at all steps for all Grades/Classifications

DOS +4: the GREATER of a) 1.5% increase to base rates at all Grades/Classifications OR b) 90% Wage Review (90% of the four highest applicable base wage rates in the industry)

Differentials

Lead differential increased to \$2.25/hr (COPS and RSSA), Departure Coordinator Differential increased to \$1.50/hr

Shift differentials increased to 60 cents/hr for Shift 2, 75 cents/hr for Shift 3, and 80 cents/hr for Shift 4

Base wage scales for Customer Service Agents, Reservations Sales Agents, Ramp Agents, and Stores Agents:

Effective:	8/1/2019	8/1/2020	8/1/2021	8/1/2022	8/1/2023*
Start	\$15.00	\$15.52	\$15.75	\$15.99	\$16.23
1	\$15.40	\$15.93	\$16.17	\$16.41	\$16.66
2	\$16.00	\$16.55	\$16.80	\$17.05	\$17.31
3	\$16.25	\$16.81	\$17.06	\$17.32	\$17.58
4	\$16.59	\$17.16	\$17.42	\$17.68	\$17.94
5	\$17.61	\$18.22	\$18.49	\$18.77	\$19.05
6	\$18.63	\$19.28	\$19.57	\$19.86	\$20.16
7	\$19.82	\$20.51	\$20.81	\$21.13	\$21.44
8	\$20.28	\$20.98	\$21.30	\$21.62	\$21.94
9	\$20.80	\$21.52	\$21.84	\$22.17	\$22.50
10	\$22.23	\$23.00	\$23.34	\$23.69	\$24.05
11	\$24.29	\$25.13	\$25.50	\$25.88	\$26.27
12	\$29.00	\$30.00	\$30.30	\$30.75	\$31.22

*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.