



AGREEMENT

BETWEEN

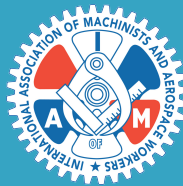
ALASKA AIRLINES, INC

AND

**INTERNATIONAL ASSOCIATION OF
MACHINISTS
AND AEROSPACE WORKERS**

FOR

RAMP AND STORES EMPLOYEES



2019 – 2024 AGREEMENT

RAMP & STORES CONTRACT
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2019 AMENDMENT
TO THE WORKING
AGREEMENT
between
ALASKA AIRLINES, INC.
and
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

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

PREAMBLE

1
2
3 The IAMAW and Alaska Airlines recognize that the success of a
4 company depends on its people. People perform at their peak when
5 they feel valued, respected, well compensated, and feel like an
6 important part of the company they work for.
7

8 In order to attract and maintain the highest quality employees, Alaska
9 Airlines and the IAM are committed to ensuring RSSA jobs are seen
10 as an important asset to the Company. For this to happen, we must
11 have a relationship built on mutual respect, trust and loyalty. We must
12 also endeavor to work together to improve the profitability and
13 competitiveness of the company.
14

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

1 ARTICLE 1, PURPOSE OF THIS AGREEMENT
2

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

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

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

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

1 ARTICLE 2, SCOPE OF AGREEMENT
2

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

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

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

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

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

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

16
17 c. The impact on the job security of bargaining unit
18 employees.

19
20 d. The reason for the change and the impact it will
21 have on the Company’s operation.

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

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

31
32 3. For purposes of this Article, the terms “new equipment”
33 and/or “new technology” do not include enhancements or upgrades to
34 currently used equipment or systems. Such new equipment or
35 technology must be used by the employees covered by this
36 Agreement and must directly affect the employee’s performance or
37 functioning in his job.
38

1 ARTICLE 3, STATUS OF AGREEMENT
2

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

10
11 B. The right to hire, promote, discharge or discipline for cause and
12 to maintain discipline and efficiency of employees is the sole
13 responsibility of the Company, provided it is not in conflict with any
14 paragraph in this Agreement. In addition, it is agreed upon and
15 understood that the routes to be flown, the equipment to be used, the
16 location of plants, hangars, facilities, stations, and offices; the
17 scheduling of airplanes, the scheduling of overhaul, repair and
18 servicing of equipment; and methods to be followed in the overhaul,
19 repair and servicing of airplanes are the sole and exclusive function
20 and responsibility of the Company.

21
22 C. It is the intent of the parties of this Agreement that the
23 procedures herein shall serve as a means of peaceful settlement for
24 all disputes that may arise between them. During the life of this
25 Agreement the Company will not lock out any employee; the Union will
26 not cause or permit its members to cause nor will any member of the
27 Union take part in any sit-down, stay-in, or slow-down in any plant,
28 hangar or facility of the Company, or in any curtailment or restriction
29 of operation, overhaul, repair or servicing of airplane, or any work of
30 the Company. The Union will not cause or permit its members to
31 cause, nor will any member of the Union take part in any strike or
32 stoppage of any of the Company's operations, or picket any of the
33 Company plants or premises until the bargaining procedures outlined
34 in this Agreement and provided for in the Railway Labor Act have been
35 exhausted; and in no case where a grievance or dispute comes under
36 the jurisdiction of the System Board of Adjustment as provided for
37 herein. The Company reserves the right to discipline any employee
38 taking part in any violation of this provision of the Agreement.

39
40 D. No employee covered by this Agreement shall in any way cause
41 malicious damage to either the property or the reputation of the
42 Company. Any such action shall be cause for immediate discharge.
43 The Union agrees that it will cooperate in preventing such actions.

1
2 E. In the event of a merger, purchase, or acquisition of another
3 company, involving that entire company or a substantial portion of that
4 company by the Company, the IAM and the Company will meet to
5 discuss the merger, purchase, or acquisition. The Company will
6 provide the IAM with the information concerning the proposed merger,
7 purchase, or acquisition at the earliest feasible time to allow for the
8 Union to prepare for those discussions. Those discussions will include
9 the impact of the merger, purchase, or acquisition upon the IAM
10 represented employees.
11

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

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

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

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

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

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

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

1 ARTICLE 4, CLASSIFICATION OF WORK

2
3 A. Lead Stores Agent

4
5 A Lead Stores Agent shall, as a working member of the group,
6 be charged with the responsibility of leading, directing, and approving
7 the work of Stores Agents not exceeding a group totaling more than
8 fifteen (15) other Stores Agents. Where five (5) or more Stores Agents
9 are assigned to work on a shift, one shall be a lead.

10
11 B. Stores Agent

12
13 The work of Stores Agents shall consist of requisitioning,
14 receiving, shipping (which may include dangerous goods and
15 materials), warehousing, storing, disbursing and recording parts,
16 equipment and supplies at locations where the Company maintains
17 stores or stockrooms where the work is sufficient to justify the
18 employment of a Stores Agent.

19
20 C. Lead Ramp Service

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

29
30 D. Ramp Serviceman

31
32 The work of a Ramp Serviceman shall consist of servicing
33 aircraft while on the ground, involving the loading, unloading, packing
34 and securing cargo and equipment in aircraft, pickup and delivery of
35 all cargo; including mail, express, baggage, freight, company material,
36 buffet and cabin supplies, and may include clerical functions; such as,
37 but not limited to, preparation of airway bills, sales, tickets and air
38 freight, reservations, weight and balance manifests, as required by
39 and in accordance with Company Procedures and load plans. Duties
40 may also be those of a Departure Coordinator, which may include;
41 operating and monitoring equipment for flight and gate information
42 display systems and updating information on systems; coordinating
43 and communicating that aircraft have been properly cleaned.

1 provisioned and secured prior to departure, coordinating and
2 communicating load information regarding cargo, mail, passengers,
3 baggage and any other special items per the published load plan and
4 instructions, reporting final load information and coordinating gate
5 activities with other airlines and to act as an airport liaison between
6 Operations, Customer Service, Ramp, Cargo, Fueling, Maintenance,
7 Flight Attendants, and Pilots; observation and reading of FAA winds
8 and weather equipment (i.e. JNU winds); planeside presence
9 validating loading and placement of items on aircraft and reporting
10 final numbers as needed to operations.

11
12 Ramp Servicemen shall, in accordance with Company
13 procedures, service the aircraft lavatory and water systems, assist in
14 the conversion of aircraft, provided there is a qualified aircraft
15 Mechanic present for the aircraft conversion, and may clean the
16 aircraft interior and exterior (including painting), place, clean, and
17 arrange in aircraft all passenger service and galley equipment;
18 maintain the ramp areas, warehouses, baggage and cargo rooms,
19 locker areas and other facilities they use in the course of their duties,
20 in a clean presentable condition, and other general ramp service work.
21 Ramp Servicemen may be required to assist the Mechanic by standing
22 fire guard while an aircraft is being serviced with fuel and other duties
23 which do not conflict with other classifications as indicated herein.

24
25 Ramp Servicemen may be required to spot, block, stand fire
26 guard, pushback, fuel, deice, and wave off aircraft. Ramp servicemen
27 may do painting and minor preventative maintenance on ground
28 equipment that is related to their job functions (e.g., such as changing
29 light bulbs, oil, tires, batteries; does not include engine tune-ups,
30 points, plugs or condenser).

31
32 E. Foreman

33
34 Foreman and higher-ranking officials of the Company shall not
35 be permitted to perform work on an hourly rated job covered by this
36 Agreement except in emergencies or instructions or training of
37 employees. It is agreed that the servicing of late flights where qualified
38 personnel are not available and the performance of necessary work
39 caused by unusual circumstances at line service stations in order to
40 maintain flight schedules, or the protection of Company property
41 against the elements may be considered an emergency. Each
42 emergency will be reported in writing to the local union shop
43 committee or local steward when there is no shop committee, upon

1 receipt by the Company of a request in writing. The Company will
2 respond in writing within twenty-four (24) hours of the written request,
3 excluding Saturdays and Sundays.
4

5 F. In addition to the duties and responsibilities contained in Article
6 4, paragraphs A. through D., employees will also be responsible in
7 each classification as a portion of their regular duties for
8 accomplishing all aspects of hazardous material responsibilities for
9 which they have been properly trained.

10
11 G. Employees under this agreement may be cross-utilized in other
12 classifications for which they are qualified provided they are paid their
13 normal wage or the wage of the classification in which they are
14 working, whichever is greater. (see Article 23.G.) In the event that a
15 continuous, cross-utilization assignment exists at a location for ninety
16 (90) days, the cross-utilization assignment will either cease or will
17 become a permanent vacancy and will be filled in accordance with
18 Article 10 of the Agreement. The ninety (90) day restriction does not
19 apply to on-going partial shift cross utilization. (For example, the GSE
20 Mechanic in Sitka routinely performing ramp service functions during
21 flight time.)
22

23 H. In all classifications, when the scheduled Lead is not available,
24 the manager shall have the right to assign a temporary lead from those
25 employees on shift holding Lead seniority, in seniority order. If none
26 are available, a volunteer will be solicited from all employees on shift
27 holding basic classification seniority, in seniority order. If there are no
28 volunteers, the Lead will be assigned from those employees on shift
29 holding basic classification seniority, in inverse seniority order.
30

1 ARTICLE 5, HOURS OF SERVICE

2
3 A. Work Day

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

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

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

21
22 B. Work Week

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

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

37
38 C. All employees covered by this Agreement scheduled to work
39 five (5) hours or more will be scheduled to have a meal period of not
40 less than one-half (1/2) hour nor more than forty-five (45) minutes.
41

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

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

8
9 3. a. Off Schedule Lunch

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

16
17 b. No Lunch

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

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

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

38
39 E. For realignment of the work force due to changes in starting
40 times, number of employees on a shift, or days off, the following
41 procedure will apply:
42

1 A notice of shift alignment shall be posted a minimum of
2 fourteen (14) calendar days for the purpose of bidding in advance of
3 any change of the number of employees on a shift; shift starting time
4 of more than two (2) hours; or days off. All days off, shifts and starting
5 times will be posted for the employees in the bid location as follows:
6 The bulletin shall be posted a minimum of seven (7) calendar days
7 which will be utilized for bidding purposes, and the results of the
8 bidding will be posted a minimum of seven (7) calendar days prior to
9 placing the schedule into effect. If there are insufficient bidders to
10 complete the required schedule, the junior employees in the bid
11 location shall be assigned. The new schedule shall not be placed into
12 effect and employees shall not be required to change days off or shifts
13 without such notice. If fourteen (14) days notice of shift or days off
14 change is given and this results in an employee working more than
15 five (5) consecutive days or more than one (1) shift within a twenty-
16 four (24) hour period, such excess days and/or shifts shall be paid at
17 the straight time rate.
18

19 F. 1. All shifts and days off will be rebid as set forth in E. above
20 at least // three (3) times each calendar year. Only shifts will be rebid
21 at any bid location where rotating days off exist. No employee covered
22 by this Agreement shall be denied the right to select his shift and days
23 off except as otherwise provided for in this Article.
24

25 2. All bidding provisions of these Paragraphs E. and F. apply
26 only to days off and shifts and specifically do not provide for change
27 in a bid location or filling of a vacancy. Whenever practical, primary
28 tasks will be identified on the shift bid for employee convenience.
29

30 G. // When employees realign, the Company may block a
31 sufficient number of shifts to accommodate up to a maximum of eighty
32 percent (80%) of the probationary employees in a classification at a
33 bid location at a station. "Probationary" shall be defined as set forth in
34 Article 9.C and 10.D.1. The Company and the Union shall meet at
35 least once every six (6) months, if either party so request, to review
36 the percentage of shifts blocked. Such meetings will be held between
37 the Labor Relations Department, or its designee, and the designee of
38 the District.
39

40 H. 1. The Company may, from time to time, establish or
41 eliminate bid locations. The Union may request in writing, the
42 reason(s) for changes in bid locations. The Company will respond in
43 writing within five (5) Calendar days.

1
2 2. Employees affected by the elimination of a bid location
3 which does not result in a reduction of employees at the station, will
4 be permitted to exercise their seniority in their classification(s) at their
5 station.
6

7 3. When a new bid location is established by the Company,
8 the positions within it will be bulletined as set forth in Article 10,
9 Paragraph B. Only bids from employees at the new bid location's
10 station and currently within the classification bulletined will be
11 accepted unless there is an increase of positions within the
12 classification at the station. If there is an increase, the increased
13 position(s) will be available for bid systemwide.
14

15 I. 1. An open schedule is defined as a previously bid schedule
16 (start times and days off) that is currently vacant as a result of an
17 employee being unavailable to work his schedule (e.g. jury duty, leave
18 of absence, etc.). When it is necessary to fill an open schedule, the
19 following will apply:
20

21 2. Open schedules may be covered using relief language in
22 accordance with Article 5, paragraph R.
23

24 3. Open schedules that are anticipated to exceed thirty (30)
25 calendar days may be made available to other employees at the bid
26 location. If filled, the open schedule will be bid upon by the employees
27 in the same classification/bid location and awarded based on
28 classification seniority. The bids will be posted for a minimum of three
29 (3) days and the bids must be awarded and posted within seven (7)
30 days of closing. The Company reserves the right to limit the domino
31 effect of movement into open schedules to two (2) awards followed by
32 one (1) assignment. An employee(s) awarded a bid to fill an open
33 schedule will be returned to his original schedule when the coverage
34 is no longer needed.
35

36 4. The Company may opt to use the process outlined in I.2.-
37 3. above for open schedules of less than thirty (30) days.
38

39 5. If a vacancy is determined to exist, it will be filled in
40 accordance with Article 10.
41

42 J. For the purposes of this Agreement, the three shifts shall be
43 defined as follows:

1		
2		Commencing Between
3	First Shift	0500 - 1159 Local Time
4	Second Shift	1200 - 2059 Local Time
5	Third Shift	2100 - 0459 Local Time
6		

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

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

19
20 M. Part-Time Employees

21
22 1. Part-time employees can be utilized for overtime
23 coverage.

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

32
33 3. Part-time employees may be utilized in any classification
34 covered by this agreement for holiday coverage.

35
36 4. Full-time employees shall have the right to displace part-
37 time positions in the event of lay-off but shall not be required to do so.

38
39 5. Part-time employees shall accrue seniority as if they
40 worked full-time and shall accrue all benefits the same as full-time
41 based upon number of hours worked.
42

1 6. Part-time employees may be utilized in any classification
2 covered by this Agreement.
3

4 7. No more than 35% of all employees covered by this
5 agreement may be scheduled for less than forty (40) hours per week.
6 In addition no more than 40% of the employees on the system in each
7 classification covered by this Agreement may be employed for less
8 than forty (40) hours per week. A standard work week for part-time
9 employees shall not be scheduled for less than twenty (20) hours or
10 for more than thirty-two (32) hours in any seven (7) consecutive day
11 period, with a minimum of two (2) consecutive days off. The work
12 week shall commence with the first day of work following the
13 scheduled days off, except where it is necessary to rotate scheduled
14 days off in order to repeat the schedule.
15

16 a. For purposes of this calculation new bid locations
17 will not be counted in the total for the first three (3) years of their
18 operation.
19

20 8. Leads and part-time employees shall be included in the
21 classification in determining the allowable number of part-time
22 employees. The calculation shall be made using whole numbers only.
23

24 9. Part-time employees shall be compensated at the
25 overtime rate of time and one-half (1-1/2X) and double time (2X) rates
26 of pay as follows:
27

28 a. For employees scheduled eight (8) hours or less,
29 the overtime rate of time and one-half (1-1/2X) shall apply for the first
30 four (4) hours of work performed in excess of eight (8) hours in any
31 one twenty-four (24) hour period commencing with the scheduled
32 starting time, either before or after regularly scheduled hours. The
33 double time (2X) rate of pay shall apply for all hours worked in excess
34 of twelve (12) hours.
35

36 b. For employees scheduled more than eight (8) hours
37 and up to ten (10) hours, the overtime rate of time and one-half (1-
38 1/2X) shall apply for all work performed in excess of ten (10) hours
39 and up to fourteen (14) hours in any one twenty-four (24) hour period
40 commencing with the scheduled starting time, either before or after
41 regularly scheduled hours. The double time (2X) rate of pay shall
42 apply for all hours worked in excess of fourteen (14) hours.
43

1 10. In the event hours are worked in excess of the work day
2 as a result of schedule bidding, M.9.a. and b. above shall not apply
3 (see Article 5, paragraph E.).
4

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

12 N. The regular starting and stopping time for work shifts, days off,
13 will be scheduled and posted at all locations. The notice will include
14 the effective date of the last rebid.
15

16 O. All employees covered by this Agreement will be granted a //
17 fifteen (15) minute rest period during the first half of a work shift and
18 a // fifteen (15) minute rest period during the second half of a work
19 shift without loss of time, for the purpose of relaxation. Employees
20 scheduled to work a ten (10) hour shift will be granted an additional
21 fifteen (15) minute rest period. The time of the rest periods will be
22 regularly scheduled insofar as possible and 30 posted by the
23 Company at all locations.
24

25 P. Notwithstanding other seniority provisions within the
26 Agreement, each of the three (3) members of the Union Shop
27 Committee at Seattle and Anchorage will, if there are sufficient
28 positions, be assigned to day shift by displacing the most junior
29 employee on day shift at his bid location in his classification. The
30 employee thus displaced will be permitted to exercise his seniority in
31 accordance with this Agreement.
32

33 1. The parties expressly recognize the need to have the
34 Shop Committee Chair or his designee regularly available. In
35 consideration of this, the Shop Committee Chair will not be assigned
36 to duties within the operation, but rather assigned to perform Union
37 representational duties for their full weekly schedule at no cost to the
38 Union. When not performing Union representational duties, the Shop
39 Committee Chair shall perform the normal duties of his classification.
40 The Shop Committee Chair will advise the Company of his schedule.
41

42 Q. Semi-annually, during the months of January and July, the
43 Company will supply District Lodge 142 with a list of the number of

1 part-time employees at each station which will be effective as of
2 January 1 and July 1.
3

4 R. 1. For employees in all classifications, full and/or part-time
5 Relief schedule(s) may be used to augment the work force on an as
6 needed basis to provide coverage for vacations, DAT's, extended
7 absences, training needs, etc.
8

9 2. a. Employees working Relief schedules will be
10 assigned to the schedule requiring coverage with a minimum of seven
11 (7) calendar days notice.
12

13 b. In extreme circumstances, such as an influx of
14 openings on a specific shift, an employee working Relief may be
15 assigned to a relief schedule on a shift other than his current base shift
16 provided the employee is given seven (7) calendar days notice.
17

18 c. The seven (7) calendar days notice in a. and b.
19 above will apply unless the employee voluntarily agrees to less notice.
20

21 3. The following wage and work rules apply to employees
22 working Relief schedules:
23

24 a. Bids for Relief positions shall include a home
25 schedule and base shift on the bid form. A home schedule is the
26 specific start times and days off the Relief employee will work if not
27 covering other open schedules (e.g., 0600-1430 with Saturday and
28 Sunday off). A base shift is shift 1, 2, or 3 (reference Article 5,
29 paragraph J.) from which an employee's relief schedule will be
30 assigned.
31

32 b. Employees working Relief schedules may cover
33 Lead schedules.
34

35 c. Hours for full-time employees on relief schedules
36 shall not be reduced when relieving part-time employees.
37

38 d. Part-time employees on Relief schedules may be
39 required to cover full-time schedules.
40

41 e. Variable work schedules resulting from such relief
42 coverage are not in violation of the Agreement.
43

1 f. Relief schedule employees working variable work
2 schedules will be paid the applicable shift differential in accordance
3 with Article 28, paragraph A. & B.
4

1 ARTICLE 6, OVERTIME
2

3 A. Overtime
4

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

15 B. Double Time
16

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

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

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

1 paid at the double time (2X) rate. For employees assigned to ten (10)
2 hour shifts, the fifth day worked shall be paid at time and one-half (1-
3 1/2) for all hours worked in excess of forty (40) regular hours within
4 the work week. Hours worked in excess of ten (10) on the fifth day
5 shall be paid at the double time (2x) rate. All hours worked on the
6 sixth and seventh days shall be paid at the double time (2x) rate
7 provided the employee has worked on his fifth day.
8

9 C. Hours used in computing the forty (40) hour work week, other
10 than straight time hours worked, include the following:
11

- 12 1. Sick leave hours paid;
- 13 2. Vacation hours paid;
- 14 3. Holiday not worked hours paid; (when holiday falls on
15 employee's scheduled work day)
- 16 4. Bereavement Leave
- 17 5. OJI
- 18 6. Trade Day Off (If the traded shift is not worked, the hours
19 will not count)
- 20 7. Training hours paid; and
- 21 8. Union leave (hours paid by the Company and later
22 reimbursed by the Union.)
23

24 D. All employees in the classification at the bid location may be
25 utilized at the overtime rate (1-1/2X) before utilizing employees at the
26 double time (2X) rate.
27

28 E. On rotating and relief shifts, work in excess of eight (8) hours in
29 any twenty-four (24) hour period as a result of rotation of shifts shall
30 be paid for at straight time rates for the second eight (8) hours or
31 portion thereof worked during such twenty-four (24) hour period,
32 provided that not less than seven and one-half (7-1/2) hours shall have
33 elapsed between the quitting time of the first shift and the starting time
34 of the second shift, if it has not, the applicable overtime rate shall
35 apply. For the purpose of achieving this seven and one-half (7-1/2)
36 hour rest period, an employee's release or next reporting time may be
37 altered by the Company.
38

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

1 obtain the seven (7) hours rest the Company may adjust the
2 employee's release or next reporting time.
3

4 G. 1. When an employee covered by this Agreement has been
5 relieved for the day and is recalled to work, he will be paid not less
6 than two (2) hours pay at the applicable overtime rate, unless the
7 employee agrees to work less than two (2) hours.
8

9 2. When an employee covered by this Agreement works on
10 one of his two regularly scheduled days off, he will be paid not less
11 than four (4) hours pay at the overtime rate applicable unless the
12 employee elects to work less than four (4) hours.
13

14 H. // Employees working overtime will be entitled to rest periods
15 according to the following charts:
16

17 1. Additional hours worked immediately before and/or after
18 regular shift
19

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

20
21 The periods in this table are inclusive of breaks and paid lunches.
22 Part-time shifts less than 8 hours would complete a normal 8-hour
23 pattern before entering this pattern.
24 Breaks and paid lunches are without loss of pay.
25
26
27
28
29

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6

2. Working on your regular day off or not in continuous service:

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

7
8
9
10
11
12
13
14
15
16
17
18

The periods in this table are inclusive of breaks and paid lunches. Breaks and paid lunches are without loss of pay.

//

1. a. Overtime will be assigned to qualified volunteers who have the ability to perform the work, by Company seniority, at each shift/location, and a list of volunteers shall be maintained by Company seniority date. The Leads of each classification will be combined with their basic classification for distribution of overtime. Once an employee posts his name, it will remain current until he

1 removes it. An employee may add or delete his name at any time,
2 except that he may not remove his name if it is on the current list and
3 he has been selected for overtime.
4

5 b. Employees on OJI/light-duty will be eligible for
6 overtime so long as he has been released to duty and the doctor has
7 cleared him to perform the overtime work (type of work and duration).
8

9 c. Shift, for the purpose of overtime, shall be defined
10 as 1, 2, or 3 in accordance with Article 5, paragraph J.
11

12 2. Employees on lay off status and not employed by the
13 Company in another capacity may advise the Company that they are
14 available to be called in for work when volunteers for overtime are not
15 available. The Company may, at its option, utilize these laid off
16 volunteers to cover mandatory overtime at their normal straight time
17 rate without regard to any minimum recall provisions or resumption of
18 fringe benefits except for sick leave and vacation. No payroll
19 deductions will apply outside of taxes and F.I.C.A.
20

21 3. Voluntary Overtime 22

23 a. Overtime work at the end of the shift shall be offered
24 to the most senior employee on the volunteer list volunteering in the
25 classification, in the bid location, on that shift or to the individual
26 performing the actual work during the shift, if it is impractical to break
27 the continuity of work. (It is understood that the Leads of each
28 classification will be combined with their basic classification for
29 overtime purposes.)
30

31 b. Overtime work prior to the beginning of a shift shall
32 be by call-in of the most senior employee on the volunteer list on that
33 shift, in the bid location, in the classification required.
34

35 c. Overtime for an entire shift shall be offered to the
36 most senior employee on the volunteer list volunteering in the
37 classification, in the bid location, on their day off who would normally
38 work that shift.
39

40 d. In the event none can be contacted, any qualified
41 employee who is on the volunteer list may be offered the work,
42 regardless of the shift. Prior to mandatory overtime in I.5. below, all
43 volunteers in the bid location, regardless of overtime rate of pay, will

1 be utilized. Thereafter, volunteers from a different bid location may be
2 utilized prior to going to I.5. These volunteers would sign up on a
3 separate volunteer list.
4

5 4. When the Company is aware of a requirement for
6 overtime two or more hours before the end of a shift, employees // will
7 be given at least two (2) hours notice of the contemplated overtime.
8

9 5. Mandatory Overtime

10 // An employee will not be required to work overtime
11 against his wishes, except that, if emergency overtime has been
12 declined by all eligible employees at the location, it will be assigned in
13 inverse order (junior assignment) by Company seniority. It is
14 understood that the Leads of each classification will be combined with
15 their basic classification for overtime purposes. Employees required
16 to work overtime against their wishes will be provided the reason for
17 such requirement, in writing should the employee so request.
18

19 a. Overtime work at the end of the shift shall be
20 assigned in the classification on that shift, in the bid location, to the
21 most junior employee or to the individual performing the actual work
22 during the shift, if it is impractical to break the continuity of work.
23

24 b. Overtime work prior to the beginning of a shift shall
25 be by call-in of the most junior employee on that shift, in the bid
26 location and classification required.
27

28 c. Overtime for an entire shift shall be assigned to the
29 most junior employees on their day off who would normally work that
30 shift and bid location.
31

32 d. For the purpose of this paragraph, an emergency
33 shall be defined as follows:
34

35 i. Unforeseen peak work-loads where it is
36 impractical to alter the schedules and no solution other than
37 overtime is feasible.
38

39 ii. Unanticipated absence or the illness of an
40 employee(s) resulting in a work force unable to provide
41 adequate service.
42

1 iii. The servicing of late flights and maintaining of
2 flight schedules when all other means of overtime coverage
3 have been exhausted.

4
5 iv. Protection of Company property against the
6 weather.

7
8 v. Insufficient volunteers for overtime.
9

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

22
23 f. Prior to junior assigning as stated above, an
24 employee may choose to volunteer for overtime during the identified
25 needed time period, in lieu of being junior assigned. If the employee
26 exercises this option, and the employee is assigned overtime, he will
27 not be required to work overtime against his/her wishes for the next
28 three (3) calendar days, if another employee is available as set forth
29 in I.3 above.

30
31 g. i. In the event an employee has exceeded his/her
32 normal scheduled work week by ten (10) hours, any additional
33 mandatory hours over the ten (10) hours will be paid at the
34 double time (2x) rate of pay. Trade hours worked will not apply
35 in this calculation.

36
37 ii. The provisions of I.5.g.i above will not apply to
38 situations where the mandatory overtime hours worked are the
39 result of the following scenarios; catastrophic situation, natural
40 disaster, extremely severe weather conditions (i.e. snow storms
41 in cities like SEA, extended fog. etc.) and critical community
42 support.

1 h. When the need for junior assignment has been
2 reduced or eliminated, employees who are held on junior
3 assignment can choose to be released in company seniority
4 order or to complete their junior assignment prior to the
5 Company offering staffing adjustment per Letter of Agreement
6 #16. If employees on junior assignment have declined the
7 option to be released, they may sign up for staffing adjustment
8 per Letter of Agreement #16.
9

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

18
19 J. No overtime shall be worked except by direction of the proper
20 supervisory personnel of the Company, or his designee. However, the
21 responsibility for administering overtime remains with the Company.
22

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

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

1 ARTICLE 7, HOLIDAYS
2

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

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

23 C. 1. Full-time employees will be compensated with eight (8)
24 hours pay at the straight time rate for each day observed as a holiday.
25 Any employee who works on a day observed as a holiday will be
26 compensated at the double time and one half (2 ½) rate for all hours
27 worked with a minimum of eight (8) hours.
28

29 2. An employee working a ten (10) hour holiday shift shall be
30 compensated at the double time and one half (2 ½) rate for all hours
31 worked with a minimum of ten (10) hours, except as provided in
32 paragraph D. A ten (10) hour shift employee, whose regular days off
33 coincide with a holiday, will be paid eight (8) hours at their regular rate
34 of pay. A ten (10) hour shift employee who is scheduled to work the
35 holiday, but not required, will be paid ten (10) hours at his regular rate
36 of pay.
37

38 3. Employees with insufficient rest pursuant to Article 6,
39 paragraph B., will receive double time and one half (2 ½) pay for their
40 regularly scheduled hours (e.g. 8 or 10 hours) worked on a holiday.
41

42 4. Part-time employees observing the holiday shall receive
43 the straight time rate for the hours they were scheduled to work on the

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

11
12 5. Any employee scheduled to work on any of the foregoing
13 holidays who fails to report shall be subject to immediate dismissal,
14 unless such employee was unable to work because of illness.

15
16 D. When an employee covered by this Agreement is called out to
17 work on a holiday, he will be paid not less than four (4) hours pay at
18 the applicable rate unless the employee elects to work less than four
19 (4) hours. Holiday work may be scheduled for less than four (4) hours
20 but an employee may not be paid for less than four (4) hours work at
21 the applicable rate in addition to holiday pay.

22
23 E. A holiday which falls during an employee's vacation period will
24 be compensated as a holiday. The employee's vacation credits will
25 not be charged for the holiday, however, his vacation period will not
26 be extended because of the reduced number of vacation days
27 charged. An employee may elect to be paid for both the holiday and
28 vacation day. If the employee elects to be paid for both, his vacation
29 credits will be charged.

30
31 F. Optional Banking of Holiday Hours:

32
33 At the employee's option, they may elect to be paid for holidays
34 as outlined in C. above or they may elect to bank hours as outlined
35 below. Employees may:

36
37 1. Elect to receive straight time pay for their regularly
38 scheduled hours worked on the holiday and bank the equivalent
39 holiday hours; or

40
41 2. Elect to bank holiday hours not worked in lieu of pay when
42 the holiday falls on their regular day off.

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

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

11
12 G. The employee shall have the following options for use of banked
13 vacation hours.
14

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

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

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

1 ARTICLE 8, FIELD SERVICE
2

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

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

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

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

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

1 F. An employee having completed a field assignment away from
2 his base Station, beyond his regular shift, shall have at least eight (8)
3 hours rest before being required to report for work. An employee
4 having completed a field assignment shall not be paid less money,
5 exclusive of expenses, than he would have received had he worked
6 his regular shift at his home base.
7

8 G. When employees are required to engage in field or emergency
9 work, their tool boxes, tools and luggage will be protected by the
10 Company at a full dollar value against fire, theft or damage at base or
11 bases or during shipment while in Company possession. The
12 Company may require the valuation to be certified in advance of the
13 employee departing.
14

15 H. Employees traveling or waiting in pay status are prohibited from
16 partaking of alcoholic beverages.
17

18 I. Any employee covered by this Agreement required by properly
19 designated Company authority to participate in test flights or to travel
20 in connection with his job for all hours away from his base or station
21 shall be covered by standard travel accident insurance policy with a
22 death benefit of \$250,000 at no cost to the employee. The Group
23 Insurance beneficiary will apply unless the employee designates a
24 beneficiary in a letter to the Employee Services Department.
25

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

1 ARTICLE 9, SENIORITY
2

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

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

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

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

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

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

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

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

6 D. // Seniority Lists corrected to December 1, April 1 and August 1
7 shall be posted by January 1, May 1 and September 1 of each year at
8 all locations where employees covered by this Agreement are
9 employed. Such lists shall show employee's name, classification and
10 seniority date and shall be subject to correction upon protests.
11 Seniority protests will be processed by the President, Directing
12 General Chair of the District or his/her designee and the Company
13 during the December, April and August periods above. If no protest is
14 filed within sixty (60) calendar days of a posting, such list shall be
15 presumed beyond question to be correct and no protest, grievance, or
16 other means shall thereafter be commenced or entertained to change
17 said date for any employee. The burden of proof to show that a listing
18 is in error shall be with the employee. The employee shall provide
19 credible written evidence that there is an error. Any protest that is
20 granted shall be effective only for purposes of correcting the
21 subsequent list. There will be no retroactive adjustments. The
22 Company will supply two (2) copies of the Seniority List to each Local
23 Shop Steward and one (1) copy to the District Office.
24

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

39 2. Employees who volunteer and are selected for promotion
40 on a temporary basis to supervisory or management positions within
41 the Company not covered by this Agreement, will retain and continue
42 to accrue seniority in classifications from which promoted for a period
43 not to exceed ninety (90) calendar days from the date of the

1 promotion. Once an employee has been upgraded for a period of 90
2 days they will not be eligible to upgrade for a period of 60 days.
3 Following the 60 day period a new 90 day opportunity will apply.
4 During such time, he shall have the option of returning to his former
5 position under the Agreement without penalty or loss of seniority.
6

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

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

18 1. He quits or resigns.

19 2. He is discharged for cause.

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

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

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

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

1 file his address with the Personnel Department of the Company and
2 shall there-after promptly advise the Company of any change of
3 address.

4
5 //

6
7 G. Employees who have given long and faithful service in the
8 employ of the Company and who, because of their age, have become
9 unable to handle their normal assignments, will be given preference
10 for such other available work as they are able to handle.

11
12 H. Employees successfully bidding // into other classifications shall
13 retain and accrue seniority in all former classifications. //

14
15 I. // When it is necessary for the Company to reduce the work
16 force at a station, it will reduce the employees in that classification at
17 the bid location with the least seniority. Upon notification of furlough,
18 the affected employee will be scheduled to meet with the Manager or
19 designee and a Union Representative. S/he will discuss their options
20 due to furlough and assist them in completing the required preference
21 bid forms. The furloughed employee must complete the Company
22 Option Sheet indicating the position they were furloughed from and
23 their status at time of furlough from either part-time or full-time.
24 Employees will also be required to file a preference bid for all
25 classifications in which they hold seniority that are currently active at
26 that station. Employees may file additional preference bids as
27 described in Article 10, within the RSSA work group in any bid location
28 they desire to fill. Furloughed employees will not be required to renew
29 such preference bids annually. The bids will remain on file until either
30 an award is made, it is withdrawn by the employee, or their name is
31 stricken from the seniority list at the end of the recall period per Article
32 9.I.10.

33
34 1. When possible, the steps below will be followed. When
35 not possible, the Company will notify the General Chair or their
36 designee:

- 37
- 38 • Manager/designee and Union Representative meet to
39 discuss possible alternatives to furlough(s), and options available to
40 affected employee(s).
 - 41 • Manager/designee and Union Representative
42 schedule meeting(s) with affected employee(s). (If possible, in inverse
seniority order)

1 • Manager/designee and Union Representative meet
2 with affected employee(s) a minimum of fourteen (14) days prior to
3 effective date of furlough(s).

- 4 • Issue written furlough notice to affected employee.
- 5 • Explain available options to affected employee.
- 6 • Review company option sheet.
- 7 • Review preference bid form(s).
- 8 • Explain timeline for completing and returning form(s).

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

11
12 2. Seven calendar days after meeting with
13 Manager/designee and Union Representative, affected employee will
14 return forms, or their name will be stricken from all seniority lists.

15
16 3. // In the event of the layoff of employees who have
17 completed their probationary period, two (2) calendar weeks' notice
18 shall be given by the Company, or pay in lieu thereof, with a copy of
19 such notice furnished to the Local Shop Committee and to the District
20 142 Office. If employment is temporarily interrupted because of a
21 strike or picketing of Company premises, an act of God, a national war
22 emergency, revocation of the Company's operating certificate(s), or
23 grounding of the carrier's aircraft by government order, the two-week
24 notice will not apply. The employee affected must within seven (7)
25 calendar days give written notice to the Company and the Union
26 exercising his seniority in the following manner or his name shall be
27 stricken from all seniority lists.

28
29 a. He must exercise his seniority at any bid location at
30 his station where there is a junior employee in his classification.

31
32 b. If unable to exercise his seniority at his station in his
33 classification, he must further exercise his seniority by electing one of
34 the options outlined below.

35
36 i. Displace the most junior employee in his own
37 classification at any bid location on the system. Or;

38
39 ii. Displace the most junior employee in any
40 lower classification in which he holds seniority at any bid location at
41 his station. Or;

1 iii. If unable to exercise his seniority in any lower
2 classification in which he holds seniority at any bid location at his
3 station, he may displace the most junior employee at any station on
4 the system in any lower classification in which he holds seniority.
5

6 iv. Go on layoff status at the station where
7 affected by a reduction in force, providing he has exercised seniority
8 to the fullest extent possible in any classification at his station in which
9 he holds seniority. An employee who is able but elects not to
10 exercise seniority in a lower classification at his station may elect to
11 go on a layoff status and shall lose severance pay and seniority in all
12 lower classifications.
13

14 v. An agent on furlough who declines an
15 awarded preference bid into a classification in which he does not hold
16 seniority will not have his name removed from the seniority list.
17

18 4. Regarding Displacement;
19

20 a. Full-time employees shall have the right to displace
21 part-time positions in the event of layoff, but shall not be required to
22 do so. However, once an employee takes a station furlough, that
23 employee will not be permitted to change his mind later and bump a
24 junior part-time employee.
25

26 b. Part-time employees may accept a station layoff in
27 lieu of either bumping into a full-time position or filling a full-time
28 vacancy.
29

30 Regarding Recall;
31

32 c. Prior to hiring part-time employees, furloughed
33 employees (full and part-time) must be offered the positions.
34

35 d. Furloughed part-time employees must accept part-
36 time openings at their stations or forfeit seniority.
37

38 e. Full-time employees on furlough need not accept
39 part-time openings.
40

41 5. An employee electing to go on layoff status, must at the
42 time of layoff file a preference bid indicating where they will accept
43 recall. Failure to file shall result in forfeiture of seniority. The

1 employee may also, at the time of layoff, submit a preference bid for
2 any other classification, status, bid location or station.
3

4 6. Any bid location where employees have been displaced
5 by other employees exercising their seniority under paragraph J. will
6 be required to realign in accordance with the procedures outlined in
7 Article 5, paragraph E. Movement between full-time and part-time
8 positions shall be by preference bid or shift realignment.
9

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

17 8. An employee electing options 2.b. or 2.c. above shall
18 retain and accrue seniority in all classifications from which laid off or
19 displaced, but will be required to accept recall in his classification at
20 the station from which he was laid off or displaced. An employee
21 electing 2.d. above shall accrue seniority in all classifications in which
22 he retains seniority.
23

24 9. Employees electing to exercise any of the above options
25 will not be permitted to displace a junior employee at some later date.
26

27 10. Employees laid off will continue to accrue seniority in all
28 classifications from which laid off up to five (5) years, provided he
29 abides by Paragraphs 2 or 3 above.
30

31 J. 1. In the event of a major reduction in force, making the
32 normal furlough process operationally unmanageable, the Company
33 and Union will meet and mutually agree upon a procedure to facilitate
34 the orderly assimilation of those employees. The primary objective
35 being to protect the affected employee's seniority rights while assuring
36 sufficient staffing levels for uninterrupted operations.
37

38 2. In the event of the geographical relocation in whole or in
39 part of any of the work performed by any of the employees covered by
40 this Agreement, the employees affected will have the option of
41 following the work or exercising their seniority rights as provided for in
42 Paragraph J. above. If, in the event of a geographical relocation,

1 insufficient people transfer to such jobs, the remaining vacancies // will
2 be posted in accordance with the Agreement.
3

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

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

1 ARTICLE 10, VACANCIES
2

3 A. Employees under this Agreement who desire to move to another
4 station, bid location, or classification will place a preference bid on file
5 with the Company. The employee will specify part-time, full-time, or
6 both. An employee filing a preference bid for a position in which he
7 holds seniority is not required to list any qualifications. Once a
8 preference bid is submitted, it shall become effective immediately. //
9

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

15 2. Preference bids may be withdrawn at any time. The
16 procedure for withdrawal will be the same as for filing in 10.A. above.
17 // Employees with bids on file must renew them by January 15 of each
18 year to keep them valid. If an employee refuses to accept a
19 preference bid award, he will not be awarded another preference bid
20 for a period of six (6) months.
21

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

34 4. If an employee is not awarded an upgrade to a higher
35 classification due to a lack of qualifications (not seniority), the
36 company shall, within seven (7) days of the award, give the reason(s)
37 in writing to the employee not receiving the award. A copy will be
38 given to the General Chair or his designee.
39

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

1
2 6. "Vacancy" for the purpose of this Article 10 shall be
3 defined as an open position established by the Company which
4 resulted from either an employee leaving a bid location or an increase
5 in the number of employees at a bid location.
6

7 7. New employees may not submit preference bids during
8 their probationary period.
9

10 8. // Preference bidding will be done electronically on a
11 Company preference bid form. Only these bid forms will be accepted.
12 If the Union questions a bid award, it may review all preference bids
13 on file for that position.

14 a. All vacancies will be posted for a minimum of seven (7)
15 days.
16

17 9. No bid on file shall be altered in any way. Changes shall
18 be made by submitting a new bid.
19

20 10. If an employee is, on the same day, awarded two (2) or
21 more awards by preference bid and accepts a vacancy and thereby
22 rejects other bid awards, he will not be restricted from filing additional
23 preference bids as set forth in 10.A.1., above.
24

25 11. Within ten (10) days, the Company shall post at each job
26 location a notification showing the name and seniority date of the
27 employee awarded the preference bid. The award shall remain
28 posted for five (5) days.
29

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

39 B. All vacancies in classifications covered by this Agreement at any
40 new station, or classifications not currently utilized at a station, shall
41 be bulletined at all stations where employees covered by this
42 Agreement are employed. The bulletin shall state the number of
43 vacancies to be filled, the classification of the job, the station, the

1 qualifications for the job, duties to be performed, the place where bids
2 are to be sent, and the last date on which they will be submitted. Such
3 date will be a minimum of seven (7) days after the bulletin is posted.
4 Any employee selected to fill such a vacancy shall be available to
5 begin the assignment within the maximum of ten (10) days after being
6 released from his job. An employee may, at his option, utilize earned
7 vacation (excluding Article 13, paragraph C.5. to defer loss of pay
8 during the ten (10) days). Employees who are on vacation when a job
9 is bulletined will be allowed to bid on the position within three (3) days
10 after their return to work.

11
12 C. Ability, plus classification seniority shall govern when filling
13 vacancies.

14
15 D. 1. An employee who does not hold seniority in the
16 classification or who does hold seniority but has not demonstrated his
17 ability to perform the work on the present type of equipment or present
18 methods of work will be permitted to hold the job for a minimum of 120
19 hours worked and no more than 480 hours worked on a trial basis in
20 order to demonstrate his ability to perform the work required by the
21 job. After the first one hundred twenty (120) hours, but no later than
22 three hundred twenty (320) hours worked, the employee will be given
23 at least one written report and interviewed as to his progress. The
24 written report and interview will be accomplished by management, and
25 the employee may have his Union representative present, if he so
26 requests. Classification seniority shall not accrue for employees filling
27 temporary vacancies pursuant to Article 10.G. During such period if
28 the employee is unable to demonstrate his ability to perform the work
29 required by the job, he may be returned to his previous assignment
30 but he shall not, for a period of six (6) months be permitted to bid for
31 vacancy in the same or a higher classification of work in which he was
32 unable to demonstrate his ability; provided, however, that the return to
33 his former station shall be without expense to the Company except
34 that the Company will furnish NRSA air transportation on its system
35 for the employee and his immediate family to the extent permitted by
36 law, and the employee will be allowed a reasonable period from the
37 time he is relieved of his duties until he is required to report for work
38 at this previous station established as aforementioned.

39
40 2. A successful bidder entering into a classification, whose
41 employment in that classification is interrupted because of reasons
42 other than an inability to demonstrate the "ability to perform the work,"
43 as provided in paragraph 10.D.1., will retain, but not continue to accrue

1 this classification seniority for a period of eighteen (18) months.
2 However, such seniority accrual will not be awarded until he has
3 successfully completed the accumulative 480 hours worked for this
4 trial period, at which time his classification seniority will be adjusted to
5 reflect all hours worked.
6

7 E. During the interim required to fill a vacancy, the Company may
8 select an employee to fill the vacancy temporarily. Employees
9 temporarily transferred from their regular work to the work of any other
10 classification covered by this Agreement shall receive their regular
11 rate of pay or the minimum rate of the classification, whichever is
12 higher, for performing such work.
13

14 F. In the case of vacancies not expected to exceed ninety (90)
15 calendar days or vacancies of less than ninety (90) calendar days
16 when an employee will not accept recall as provided in Article 19.F.,
17 the Company may select an employee to fill this vacancy on a
18 temporary basis. The selection will be based on seniority and ability
19 insofar as practical. At the end of ninety (90) calendar days the
20 vacancy will be awarded in accordance with Paragraph 10.A.5. above.
21

22 G. An employee under this Agreement assigned to a temporary job
23 under Paragraphs 10.E. and 10.F. // shall, upon such discontinuance
24 of such temporary job, be returned to the job in his former classification
25 and bid location that his seniority entitles him.
26

27 H. In the event a vacancy in a classification covered by this
28 Agreement exists at any location on the Company's system and no
29 qualified employees bid, the Company may, at its discretion, hire a
30 new employee or offer the position to any existing employee.
31

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

37 J. Special Projects
38

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

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

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

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

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

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

1 ARTICLE 11, LEAVE OF ABSENCE
2

3 A. All Leaves of Absence shall be without pay.
4

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

16 C. Where a justifiable reason exists and requirements of the
17 service will permit, an employee shall be granted a Leave of Absence
18 in writing for a period not in excess of ninety (90) days. Under such
19 Leaves the employee shall retain and continue to accrue seniority.
20 Copies of the approval shall be forwarded to the Personnel
21 Department and the General Chair of the Union. Such Leaves may
22 be extended for additional periods not to exceed thirty (30) days when
23 approved in writing by both the appropriate supervisor and the
24 General Chair. During such extension the employee will retain, but
25 not continue to accrue seniority except where the Leave of Absence
26 has been granted because of health, injury, or special assignment by
27 the Company, in which case seniority shall accrue during the entire
28 period of the Leave. No Leave for sickness or injury may exceed a
29 total continuous period of five (5) years. Military, Maternity, Parental
30 (11.D.1) and Medical Leave shall be excluded from the ninety (90) day
31 limitation as set forth above, and shall retain and continue to accrue
32 seniority.
33

34 D. Maternity Leaves of Absence will be granted for pregnancy.
35 Employees who are required by their physicians not to work will be
36 considered on Medical Leave of Absence during pregnancy.
37 Employees who are granted Leave will be required to return to work
38 within // one hundred twenty (120) days after the birth of the child, or
39 of a miscarriage, unless // additional time is required under Federal or
40 State laws, or as a form of reasonable accommodation. Said
41 extensions may not exceed an additional // sixty (60) days // , unless
42 additional time is required under federal or state leave laws, or as a

1 form of reasonable accommodation. At the conclusion of her Leave
2 the employee will be returned to her former position unless it has
3 ceased to exist or is filled by a more senior employee who has
4 exercised displacement rights, in which case the employee will
5 exercise her seniority in accordance with the terms of the Agreement.
6 // Employees who elect to utilize accrued sick leave or earned
7 vacation, must inform the Company, and such pay will be for a
8 continuous period, at the beginning of the leave.
9

10 1. For all employees who do not qualify for parental leave
11 under the Federal or State regulations, a personal Leave of Absence
12 of up to // one hundred twenty (120) days may be utilized for the birth
13 or adoption of a child. Such leave shall be treated as a personal leave
14 and granted upon request in conjunction with the required certification.
15 Employees will be allowed to utilize any earned vacation time, for all,
16 or a portion, of the leave. Employees who elect to utilize earned
17 vacation, must inform the Company, and such pay will be for a
18 continuous period, at the beginning of the leave.
19

20 E. When more than one employee requests Leave of Absence
21 over the same period of time and the reasons for requesting the
22 Leaves are similar, company seniority shall apply. Once granted, the
23 leave of absence will not be rescinded due to a request by a more
24 senior employee.
25

26 F. The Company and the Union will abide by the Selective Service
27 Act of 1950 as amended for any employees who serve in Active and
28 Reserve Armed Forces.
29

30 G. 1. Employees elected to positions in the service of the
31 Government of the United States or any political subdivision thereof,
32 shall be granted an indefinite Leave of Absence by the Company. An
33 employee on Leave of Absence for this purpose shall retain and
34 continue to accrue seniority but shall have no other employee benefits.
35 The employee will be compensated for any accrued vacation and will
36 retain whatever sick and occupational injury leave he had at the time
37 the Leave of Absence began. Thirty (30) days after the expiration of
38 his term of Government office, the employee shall report to work or
39 forfeit his seniority.
40

41 2. Employees accepting full-time employment with the
42 Union as representatives of employees covered by this Agreement
43 shall be granted an indefinite Leave of Absence by the Company. Any

1 employee on Leave of Absence for this purpose shall retain and
2 continue to accrue seniority and other employee benefits as provided
3 herein.

4
5 The employee will continue to receive pass privileges, as
6 provided for all other employees covered by the Agreement.

7
8 The employee will be permitted to continue in the group
9 hospitalization, dental and life insurance programs providing the
10 employee reimburses the Company for the active employee premium
11 //.

12 The employee will retain all accrued sick and occupational
13 injury time which he has in accrual at the commencement of the Leave
14 of Absence.

15
16 The employee will be permitted to continue in the Pension
17 Plan and the following shall apply:

18 a. Seniority for vesting purposes shall continue.

19
20 b. The employee will be permitted to contribute to the
21 Plan on a yearly basis in an amount which would continue his benefits
22 at the same rate as if he were not on Leave of Absence.
23

24
25 All vacation in accrual at the time of Leave of Absence
26 commences will be paid to the employee, at his rate of pay, on a
27 special check issued within two (2) weeks after the Leave
28 commences. Upon the employee's return to the service of the
29 Company, the employee will accrue vacation credit in accordance with
30 his length of service.

31
32 Thirty calendar days after termination of the employment
33 with the Union, the employee shall report for work or forfeit his
34 seniority.

35
36 H. Employees covered by this Agreement shall, upon returning
37 from an authorized Leave of Absence or extension thereof, be
38 returned to the bid location from which they left and to the position
39 (shift and days off) they held at the time they left on Leave of Absence.
40 If there is a shift realignment during the time of the employee's Leave
41 of Absence, it is the obligation of the employee to keep his
42 manager/supervisor informed of his preference for position(s). Failure

1 to do so will result in the employee, upon return, being assigned to a
2 position (shift and days off) until the next shift realignment.
3

4 I. Any employee covered by this Agreement who engages in
5 gainful employment while on Leave of Absence without prior written
6 permission from the Company and Union, except employees on
7 special assignments in the interests of the Company, shall be deemed
8 to have resigned from the Company's service and his name will be
9 stricken from the seniority roster.

10
11 J. Paid Union Leave Program (P.U.L.P.)

12 Employees who lose time due to being released from duty for
13 authorized Union business will be paid for the time lost for which they
14 had been scheduled to work and the Company will bill the Union for
15 the time lost as a result of such release.
16

17 1. Each month, the Company will supply the IAM with a list
18 of employees who received wages and benefits, covered by this
19 Agreement, during the previous month. In addition to the amount of
20 reimbursement for wages, an additional payment in the amount of
21 thirty-six point five percent (36.5%) shall be added for those fringe
22 benefits accrued by the employee while on Union business.
23

24 2. The employees on Union business will continue to receive
25 and accrue all employee benefits at the same rate as if they were on
26 the job. Benefits include sick leave accrual, vacation accrual,
27 retirement, life/medical insurance, 401(k) and other applicable
28 benefits, including seniority as well as pass privileges. Employees
29 covered by this paragraph shall be considered active employees.
30

31 3. Employees on the Union Negotiating Committee will be
32 covered under this paragraph. While in negotiations, members of the
33 Union Negotiating Committee will be on Union business. Employees
34 covered under this paragraph J.3. will be considered on day shift with
35 Saturdays and Sundays off during periods of actual negotiations or
36 voting in conjunction with negotiations. Their work week will start and
37 end at midnight between Fridays and Saturdays. However, if the
38 negotiations are scheduled for more than thirty (30) days apart, the
39 employee should return to his normal work schedule.
40

41 4. Authorized leaves for Union business shall only be
42 requested by the General Chair or his designee and a copy of the
43 Company's billing to the Union will be furnished by the Company to

1 the General Chair. The Staff Vice President of Labor Relations must
2 be advised in writing by the General Chair to request Union leaves.
3

4 K. During periods of furlough, consideration will be given to
5 requests for leaves of absence in lieu of furlough from senior
6 employees, when granting such leaves will result in the retention of
7 qualified junior employees.
8

1 ARTICLE 12, TRAINING
2

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

8 B. 1. The Company will provide the required amount of time to
9 complete all training. Training time will be at the discretion of the
10 Company, and may be adjusted for operational needs. The
11 responsibility to timely complete training remains with the employee.
12

13 2. Employee may, with Company approval, volunteer to
14 attend non-required training without pay.
15

16 C. When any new equipment is put into service by the Company,
17 employees covered by this Agreement will be given an opportunity to
18 become familiar with such new equipment without change in
19 classification or rate of pay; provided, however, that the Company may
20 fix a reasonable time within which such employees must become
21 familiar with such new equipment. All employees assigned to work in
22 the ramp work area will receive proper training in ramp safety and the
23 use of equipment they are required to operate as set forth in Company
24 regulations.
25

26 D. The Company may train students and prospective employees
27 on the job site if it does not prevent or take work away from regular
28 employees.
29

30 E. In order to provide the best training possible for the
31 classifications covered by this agreement, the Union and Company
32 agree to the following selection process. When the need to establish
33 a formal training position within a classification is determined, the
34 following selection process shall apply:
35

36 1. A selection committee will be assembled to review the
37 potential trainers. The selection committee will be composed of an
38 equal number of Union selected (by the Local Shop Committee and
39 /or stewards) and Company appointed employees.
40

41 2. The selection committee will use all of the following
42 criteria in determining which employee fills the training positions.
43

1 a. Classification Seniority

2
3 b. Qualifications

4
5 c. Completion of a Company and Union generated
6 Training Skill test

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

13
14 4. For his performance of training duties, a trainer will be
15 paid the training differential over and above his normal rate of pay.

16
17 5. While performing the training duties, trainers will continue
18 to accrue seniority in their classification(s).

19
20 6. At the time of shift realignment, the trainer will bid a shift
21 that their seniority will hold, or, at management's discretion, will mirror
22 a shift that their seniority will hold. In either instance, management
23 may adjust the trainer's weekly schedule, to accommodate training.
24

1 ARTICLE 13, VACATIONS
2

3 A. The calendar year will be used to compute vacation allowances.
4 Employees shall accrue vacation credits based on their length of
5 service with the Company under this Agreement on the basis of the
6 scale set forth in "B" below. Vacation credits shall be accrued for each
7 month of employment prorated on the basis of the number of straight
8 time hours worked. No vacation credits may be earned in other ways
9 except that the Company may, at its discretion, approve personal
10 leaves of absence up to eighty (80) hours per month with accrual for
11 those hours not worked. Vacation credits will be compensated for at
12 the employee's base rate of pay. Accrued vacation shall be available
13 for use on January 1, each year.
14

15 B. 1. On // date of hire 6.67 hours per month
16 On completion of five (5) years 10.0 hours per month
17 On completion of eleven (11) years 13.3333 hours per month
18 On completion of nineteen (19) yrs 16.67 hours per month
19 On completion of twenty-five (25) years 20.00 hours per month
20 One year equates to 2080 hours
21

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

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

39 C. Vacation Scheduling/Bidding
40

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

1 Company seniority, by classification at each bid location, // at each
2 station. // An employee shall make his selection in person or by proxy
3 at his designated time // or he shall forfeit his right to select in turn and
4 shall follow the last employee who has selected. // It is also
5 understood that the leads of each classification are included as part of
6 the basic classification for the purpose of bidding vacation. //
7 Approved vacation selections will be posted at the various stations by
8 // November 15, and once posted a senior employee will not be
9 permitted to take a vacation already assigned a junior employee. Ten
10 (10) hour shift employees shall bid their vacation in four (4) day
11 increments and the employee shall be charged ten (10) hours for each
12 vacation day paid.
13

14 2. Vacation will be granted at time most desired by
15 employees, based on Company seniority by classification, but the right
16 of allotment of any vacation period is reserved to the Company in order
17 to insure the orderly operation of its business. // No month within the
18 year will be blocked from vacation selection. //
19

20 3. // Vacations will be bid in weekly increments. Employees
21 with two (2) or more weeks of vacation credit may split their vacation
22 weeks. Employees may bid two (2) separate periods during the first
23 (1st) round of bidding. Any remaining vacation may be bid in round
24 two (2). Only actual hours bid will be deducted from the employee's
25 vacation hours (i.e. if there is a holiday during the week that is bid,
26 those hours will not be included in the vacation deduction.)
27

28 //
29

30 4. Vacation shall commence with shift change closest to
31 twelve (12) midnight Friday, an employee may take any odd days of
32 vacation he holds so that he may add his days off to the end of his
33 vacation period. Employees with odd amounts (not divisible by 5) of
34 vacation for calendar year may utilize such odd amounts either as set
35 forth above, or, use as a day at a time vacation, subject to the approval
36 of their supervisor. Requests for DAT vacation will be on a first-come,
37 first-served basis, and no request may be made more than fourteen
38 (14) calendar days in advance of the day requested. The supervisor
39 shall notify the employee if he can have the day off no later than four
40 (4) calendar days prior to the day requested unless mutual consent by
41 both parties. If two employees request the same day off on the same
42 day, Company seniority shall govern.
43

1 5. Employees will be allowed to donate earned vacation to
2 another employee to use as paid time off for a catastrophic illness
3 subject to management approval.
4

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

8 7. Employees who are on scheduled vacation are not
9 eligible for overtime, field trips or trades, except on the employee's
10 regular day off (RDO) which occurs within the designated vacation
11 period. Furthermore, an employee on his scheduled vacation will not
12 be subject to mandatory overtime during any of the days, including
13 RDO, within the designated vacation period.
14

15 8. Vacation periods made available after the selection
16 process is completed (as set forth in paragraph C. of this Article) will
17 be posted for bid, with company seniority ruling. In order to bid
18 vacation under this paragraph, a full-time employee must have a
19 minimum of twenty-four (24) hours of vacation credit and a part-time
20 employee must have a minimum of twelve (12) hours of vacation
21 credit. Any difference between the minimum vacation credit hours and
22 the weekly schedule will be treated as a leave of absence. The
23 vacation period shall be posted for a minimum of seventy-two (72)
24 hours.
25

26 D. Cancellations

27

28 1. If any employee accepts a bid position and his previous
29 vacation period selection conflicts with the interest of the service in
30 connection with his new position he shall select a new vacation period
31 or with Company approval place his vacation in accrual even though
32 it may exceed the three (3) year limit.
33

34 2. If a vacation period is cancelled, in writing by the
35 Company, the employee may select an open vacation period which
36 shall not be cancelable or may place his vacation in accrual even
37 though it exceeds the three (3) year limit, however, it must be taken
38 prior to the end of the following calendar year. If a vacation period is
39 canceled in writing by the Company, at least two (2) weeks' notice
40 must be given, except in the case of an emergency as set forth in
41 Article 4, E. The employee must submit his time card(s) covering his
42 vacation period at least two (2) weeks in advance of the start of the
43 vacation period.

1
2 3. Employees will, with Company approval, be allowed to
3 cancel their vacation periods provided they give notice in writing to
4 their supervisor at least thirty (30) days prior to the beginning of their
5 vacation period.
6

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

20 E. Employees shall receive, on the day prior to the commencement
21 of their vacation, the pay which would normally be payable on paydays
22 falling within the employee's vacation period provided that the
23 employee make a written request fifteen (15) days prior to the
24 commencement of his vacation.
25

26 F. Employees shall notify their supervisor if their vacation accrual
27 falls below the level to fulfill their remaining bid vacation. Such
28 remaining vacation periods shall be canceled and shall be made
29 available to employees in the work group in accordance with Article
30 13.D.4.
31

32 G. In the event of death of an employee //, payment will be made
33 to his estate for all accrued vacation.
34

35 H. At the time the employee is given a layoff notice, he or she may
36 notify the Company, in writing, within seven (7) calendar days if he
37 desires to receive his vacation pay. If no notice is given he will receive
38 payment for accrued vacation at the first pay period occurring 90 days
39 after the last day worked.
40

1 ARTICLE 14, SICK LEAVE

2
3 A. Accrual

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

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

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

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

32
33 B. Sick Leave Pay

34
35 1. Payment for sick leave shall be based on the employees'
36 regular straight time rate multiplied by the number of hours he is
37 scheduled to work each day. However, there shall be deducted from
38 such payment weekly indemnity available under the Company Group
39 Insurance Plan, or in the case of injury on duty under Workers'
40 Compensation Insurance, applicable to the same period of absence.
41 Workers' Compensation may be charged against sick leave on a
42 prorated basis.
43

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

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

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

19 5. Only days absent due to illness of the employee shall
20 be paid for from such allowed sick leave, except that, where an
21 employee is not otherwise permitted to use sick leave accrual to care
22 for family members, sick leave of up to // six (6) days in each calendar
23 year will be allowed an employee due to // illness or hospitalization of
24 his or her spouse/domestic partner, // child, or domestic partner's
25 child. // The use of paid sick leave shall be considered to mean time
26 for the employee to care for the spouse/domestic partner, // child, or
27 domestic partner's child. The Company may require verification in
28 writing. // The // six (6) days in each calendar year // may be expanded
29 by Company policy or law. (For current information on Company
30 policy, please contact Employee Benefits-SEAHB.) Absences under
31 this paragraph will not be counted against an employee's attendance
32 record.
33

34 C. Sick Leave Reporting

35
36 1. Employees shall report to their supervisor that they are ill
37 and unable to work at least two (2) hours prior to the start of their shift,
38 if at all possible (i.e. employee injured on way to work, unable to
39 communicate).
40

41 2.// The Company shall have the privilege of investigating the
42 circumstances of any absence due to illness or injury. Any fraudulent
43 absence shall be cause for discipline up to and including dismissal.

1 Any employee remaining at his residence or a hospital during the
2 period shall be deemed to be sick unless found otherwise by
3 registered medical personnel.

4
5 D. Occupational Injury Leave
6

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

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

19
20 3. After the exhaustion of said leave, an employee may
21 utilize accumulated sick leave on a prorated basis.
22

23 E. The employee and the Union recognize their obligations to
24 prevent absence for other reasons than illness and injury or other
25 abuses of sick leave privileges, and pledge their wholehearted
26 cooperation to the Company to prevent abuse.
27

28 F. If the Company, at any time at its discretion, grants additional
29 sick leave or assistance to any employee, it shall not constitute a
30 precedent requiring additional sick leave or assistance in any other
31 case.
32

33 G. // In the event of death in an employee's immediate family, a
34 fourteen (14) calendar day leave of absence will be granted by the
35 Company upon request of the employee. Said leave shall be without
36 loss of pay provided the employee has sufficient sick leave to cover
37 their leave. If the employee doesn't have sufficient sick leave they
38 may opt to use vacation time or take such time unpaid. Immediate
39 family shall be defined as an employee's father, step-father, mother,
40 step-mother, spouse, // registered domestic partner, domestic
41 partner's child, child, stepchild, grandchild, grandparents, sister,
42 brother, mother-in-law or father-in-law of the employee and //

1 registered domestic partner's parents. Absences under this paragraph
2 will not be counted against an employee's attendance record.
3

1 ARTICLE 15, TRANSPORTATION
2

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

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

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

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

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

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

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

1 ARTICLE 16, GRIEVANCE PROCEDURE
2

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

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

10
11 2. The Union will be further represented at each point where
12 local lodges exist by a Shop Committee, consisting of three (3)
13 members elected by the local membership. This committee will deal
14 with general officials of the Company.
15

16 3. The Company will designate a representative at each
17 location where persons covered by this Agreement are employed who
18 is empowered to settle all local grievances.
19

20 4. The Union and Company, will, at all times, keep the other
21 party advised through written notice of any change in authorized
22 representatives.
23

24 5. The General Chair of the Union or his designee shall be
25 permitted at any time, to enter shops and facilities of the Company for
26 the purpose of investigating grievances and disputes arising under this
27 Agreement after contacting the Company supervisor in charge and
28 advising him of the purpose of his visit. Such visits shall not be used
29 to call meetings during work periods that interfere with routine
30 production of employee.
31

32 B. The following procedure shall apply for the presentation and
33 adjustment of contract related grievances and discipline not involving
34 a loss of pay (i.e. Suspension and Discharge). No employee who has
35 completed his probationary period will be disciplined without first being
36 advised of the charges and extent of discipline, in writing, with a copy
37 to the Local Union representative within twenty (20) calendar days of
38 reasonable first knowledge.
39

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

1 grievance to his shop steward and immediate supervisor on a
2 standard grievance form, the parties shall meet within ten (10)
3 calendar days, and every effort shall be made to arrive at a satisfactory
4 adjustment of same. The immediate supervisor will give his decision
5 in writing to the Shop Steward and Grievant within seven (7) calendar
6 days following the meeting. Should the immediate Supervisor fail to
7 respond within seven (7) calendar days, the grievance will
8 automatically proceed to Step 2.
9

10 Step 2. If the Steward or employee is not satisfied with the
11 decision rendered in Step 1 above, the matter will be referred to the
12 Local Committee who will present the matter to the Department Head
13 (or his designee) to whom the Base or Station Supervisor reports
14 within ten (10) calendar days of the decision as rendered in Step 1
15 above. The parties shall meet to resolve the issue(s) within seven (7)
16 calendar days. The Department Head will render his decision in
17 writing to the Shop Committee Chairman and the grievant within seven
18 (7) calendar days after hearing the case.
19

20 Step 3. If not satisfactorily settled, the General Chair or his
21 designated representative may appeal for consideration and decisions
22 to the Executive Vice President of the Company or his designee within
23 thirty (30) calendar days of the date of decision rendered in Step 2. A
24 meeting will be held within ten (10) calendar days and a decision
25 rendered by the Executive Vice President or his designee within seven
26 (7) calendar days. In the event the issue(s) is not settled satisfactorily
27 the grievance may be appealed to the System Board of Adjustment
28 for determination as provided in Article 17.
29

30 C. In the case of action involving discharge, suspension, or
31 discipline to the extent of loss of pay, the following procedure shall
32 apply:
33

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

1 Committee and/or the Union General Chair or his designee. The
2 Company representative conducting such hearing shall not be the
3 person preferring the charges. Oral and written evidence may be
4 introduced at such investigations and hearings and witnesses may be
5 required to testify under oath. In case of hearing involving an
6 employee's past record the employee and the Union may examine the
7 employee's personnel record prior to such hearing. During the above
8 procedure the employee may be held out of service pending the
9 decision of the hearing, such action to be without loss of pay if the
10 decision does not result in removal of the employee from the payroll.
11

12 2. Within seven (7) calendar days after the close of such
13 hearing, the Company shall render its decision in writing and shall
14 furnish the employee and his accredited Union Representative a copy
15 thereof. If the decision reached as a result of the hearing is not
16 satisfactory or if the decision is not forthcoming within the seven (7)
17 calendar day period, the case may then be processed in accordance
18 with the grievance procedure beginning with Step 3 as outlined in
19 Paragraph B. above.
20

21 D. If any dispute is settled in any of the steps as outlined in
22 Paragraphs B. or C. above, the Union shall so advise the Company,
23 in writing, within seven (7) calendar days of the receipt of said
24 decision.
25

26 E. When it is mutually agreed that a stenographic report is to be
27 taken by a public stenographer of any investigation or hearing
28 provided for in this Agreement the cost will be borne equally by both
29 parties to the dispute. When it is not mutually agreed that a
30 stenographic report of the proceedings be taken by a public
31 stenographer, the stenographic record of any such investigation or
32 hearing may be taken by either of the parties to the dispute. A copy
33 of such stenographic record will be furnished to the other party to the
34 dispute upon request at pro rata cost. The cost of any additional
35 copies requested by either party shall be borne by the party requesting
36 them whether the stenographic record is taken by mutual agreement
37 or otherwise.
38

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

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

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

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

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

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

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

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

42 2. Settlements of complaints and grievances will not, unless
43 expressly so stated in writing and approved by IAM District 142 and

1 the Company, be of any value in the interpretation of this Agreement,
2 nor will they set or be of any value as precedent for the handling of
3 other similar matters, and they will be without prejudice to either the
4 position of the Company or the Union on the issues raised.
5

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

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

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

18 O. Discipline Grievances Involving Unsatisfactory Attendance
19

20 1. a. An Oral Warning, Written Warning and Final Warning will
21 be deemed to have been grieved in a timely fashion by the employee to whom
22 it was issued and timely appealed to the System Board of Adjustment. It will
23 also be deemed to have been heard and denied by the appropriate hearing
24 officer in a timely fashion as required by the provisions in Article 16.B.
25 Therefore, an employee is not required and will not be expected to file a written
26 grievance challenging the issuance of discipline.
27

28 b. No specific review of discipline will be contractually
29 required unless the Union has filed a written grievance pursuant to paragraph
30 3 below or the employee is later terminated for unsatisfactory attendance
31 reliability and properly grieves such event. In such an event, the termination
32 action and all previous discipline will be subject to review by the System Board
33 of Adjustment.
34

35 2. A copy of any discipline issued to an employee will be retained
36 in the employee's local file and a copy will be furnished to the employee's local
37 union representative or Shop Committee. An employee and/or his/her union
38 representative, upon authorization by the employee, will be permitted to
39 review his/her local attendance records and discipline.
40

41 3. The Union reserves the right to file written grievances (which will
42 be subject to the normal grievance procedures) contesting the validity of the
43 information used by the Company in issuing attendance discipline.
44

1 ARTICLE 17, SYSTEM BOARD OF ADJUSTMENT
2

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 ARTICLE 18, SAFETY AND HEALTH
2

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

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

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

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

1 1. Review safety, health and environmental inspection
2 reports, as well as make recommendations and assist in the correction
3 of identified unsafe conditions and practices.
4

5 2. Evaluate accident investigations conducted since the last
6 meeting to determine if the cause of the unsafe acts or unsafe
7 condition involved was properly identified and corrected
8

9 3. Evaluate accident and illness prevention program with a
10 discussion of recommendations for improvement where indicated.
11

12 Minutes of each committee meeting shall be prepared and filed for a
13 period of at least one year and shall be made available for review. The
14 subjects discussed and attendance of the members shall be
15 documented. Minutes shall be posted for all affected employees to
16 review. Copies of minutes shall be sent to the Company's
17 Occupational and Operational Safety Department (OOSD). Safety
18 Committee members shall be paid their applicable hourly rate for their
19 attendance at official joint safety committee meetings. The IAM Shop
20 Committee will be provided copies of the minutes.
21

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

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

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

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

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

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

8 In Seattle:

9 3 Arctic Parkas - two large, one medium

10 3 Pair Insulated Boots - one large, two medium

11 In Anchorage:

12 3 Arctic Parkas - two large, one medium
13

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

23 J. All employees will be required to wear a standard uniform, which
24 may vary from station to station and between job classifications. The
25 Company will // provide either all cleaning of required items, or a
26 cleaning allowance of // \$10.00 per month per employee, at the option
27 of the Company.
28

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

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

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

5 N. 1. The Company shall provide the initial basic uniform and pay
6 all costs associated with the issuance, basic tailoring, required
7 exchange of unworn garments, shipping, etc. of such uniform. The
8 initial basic uniform allowance will be one hundred twenty-five (125)
9 points at the time of hire or initial entry into the RSA or Stores
10 classification. Upon successful completion of probation, the Company
11 shall provide a uniform allowance of seventy-five (75) points for
12 additional pieces and replacements during the remainder of the
13 calendar year. On January 1st of each year, the uniform allowance for
14 all non-probationary uniformed employees will be reset to the full
15 allotment of one hundred twenty-five (125) points to be used for
16 replacements during such calendar year. The normal life of the
17 uniform pieces will be considered to be two (2) years for the hard finish
18 items and one (1) year for blouses and shirts. The cost of any
19 additional pieces or accessory items in excess of the allowance shall
20 be borne by the employee.
21

22 2. The style of a uniform shall be considered to have a life
23 of two (2) or more years. Prior to changing a uniform, the Company
24 will consult with a committee representing the employees and the
25 committee's recommendations will be given consideration in the
26 selection process. In the event of a complete uniform style change,
27 the Company will provide each employee with a uniform allowance of
28 two hundred (200) points for the purposes of ordering the new basic
29 uniform pieces.
30

31 3. The basic uniform shall consist of any combination of the
32 following items and/or additional optional uniform pieces as defined in
33 the Customer Service Manual:
34

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

1 ARTICLE 19, SEVERANCE ALLOWANCE
2

3 A. Any employee with two (2) or more years of service under this
4 Agreement whose employment is involuntarily interrupted while he is
5 in a position covered by this Agreement shall be paid the severance
6 allowance provided in paragraph B. following, subject, however, to the
7 limitations and qualifications and in accordance with the terms set out
8 in paragraphs B. through F.
9

10 B. Service Requirement

11 If employee has completed:	12 He shall receive:
13 2 yrs but less than 3 yrs of service	14 2 weeks' severance allowance
15 3 yrs but less than 4 yrs of service	16 3 weeks' severance allowance
17 4 yrs but less than 5 yrs of service	18 4 weeks' severance allowance
19 5 or more years of service	20 5 weeks' severance allowance

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

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

- 33 1. is discharged for just cause, retires or resigns.
- 34 2. has his employment temporarily interrupted because of a
35 strike or picketing of Company premises, an act of God, a national war
36 emergency, revocation of the Carrier's operating certificate(s) or
37 grounding of the Carrier's aircraft by governmental order.
- 38 3. fails to exercise any seniority, bumping, or transfer rights
39 afforded him under this Agreement to remain in active service with the
40 Carrier, or accepts other employment offered by the Carrier.
41
42
43

1 E. The severance allowances provided herein shall be in addition
2 to any or all other benefits provided under this Agreement.
3

4 F. An employee who has received a severance allowance under
5 this Article and who has been recalled to work under the provisions of
6 this Agreement and whose employment is again involuntarily
7 interrupted under conditions which entitle him to severance allowance
8 shall be paid the amount specified for his total years of service with
9 the Carrier. For any employee accepting a recall to a temporary job
10 (less than sixty (60) calendar days) this paragraph will not apply.
11

1 ARTICLE 20, RETIREMENT PLAN
2

3 A. RSSA employees hired before July 19, 2006:
4

5 1. RSSA employees hired before July 19, 2006 will be given the
6 opportunity to choose between the following options during a
7 "Retirement Choice program" election period offered to eligible
8 employees during 2007.
9

10 a. Remaining with (and accruing future service
11 under) the current MRP Retirement Program, including participation in
12 the Retirement Plan for RSSA Employees, and the current matching
13 provisions under the COPS, MRP, Dispatch 401(k) Plan providing a
14 50% in cash // company matching contribution // of up to the first // 9%
15 of participant's pre-tax contributions (maximum company matching
16 contribution is // 4.5% of eligible compensation); or
17

18 b. Freezing participation in the Retirement Plan for
19 RSSA Employees as of December 31, 2007 and becoming eligible for
20 an enhanced company contribution under the COPS/MRP/Dispatch
21 401 (k) plan beginning January 1, 2008 that will provide a company
22 contribution of 4% of eligible compensation in cash plus 50% company
23 matching contributions in cash of up to the first // 7% of participant's
24 pre-tax contributions (maximum company contribution, including
25 match, is // 7.5% of eligible compensation). Participants who choose
26 this option will receive no additional credited service in the MRP
27 Retirement Plan after December 31, 2007.
28

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

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

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

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

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

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

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

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

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

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

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

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

1 6. Former Alaska Coastal and Cordova employees shall
2 commence their years of service effective March 1, 1968.
3

4 7. Retirement Age shall be:
5

6 a. Normal - 62 (not actuarially increased for later
7 retirement)
8

9 b. Early - 60 (actuarially reduced below 62)
10

11 c. Early with 6 months written notice - 55 (actuarially
12 reduced below 62)
13

14 8. Under no circumstances shall an employee receive a
15 benefit under this plan that is less than that he would have received
16 under the Agreement dated March 25, 1974.
17

18 D. A participant whose employment terminates for reasons other
19 than death or retirement after completion of five (5) years vested
20 service, shall be entitled to a deferred pension at retirement age.
21

22 E. It is hereby agreed that the full text of the Plan dated October 1,
23 1962 will incorporate the basic provisions herein outlined. A copy of
24 the Plan Document will be furnished District Lodge 142, International
25 Association of Machinists and Aerospace Workers, who will be
26 furnished with a copy of the annual actuarial report covering the plan.
27 It is understood that District Lodge 142, IAMAW, shall bear no
28 fiduciary responsibility under the plan.
29

30 F. Information explaining the plan will be made available to all
31 eligible employees.
32

33 //
34

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

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

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

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

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

1 ARTICLE 21, GENERAL AND MISCELLANEOUS
2

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

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

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

30 D. Bulletin Boards will be provided by the Company in the vicinity
31 of each time clock card rack assigned to employees covered by this
32 for posting notices restricted to:
33

- 34 1. Notices of Union Recreational and social affairs;
- 35 2. Notices of Union elections;
- 36 3. Notices of Union appointments and results of Union
37 elections;
- 38 4. Notices of Union meetings;
- 39
- 40
- 41
- 42

1 5. Notices from District Lodge 142 specifically designated to
2 be posted;
3

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

7 7. There shall be no other general distribution or posting by
8 the Union or employees of advertising or political matter, notice, or any
9 kind of literature upon the Company's property other than herein
10 provided.
11

12 E. Employees shall not be required to pay damages or repairs
13 occasioned by any cause beyond their control.
14

15 F. No employee shall reveal, except to proper representatives of
16 the Company, any confidential matter of the Company, or give any
17 information concerning business of the Company, which he may
18 acquire on account of his position or the nature of his employment.
19

20 G. Employees shall notify the Company in writing of their current
21 address and phone number and notify the Company of any change
22 within ten (10) days of such change.
23

24 H. Each employee covered by this Agreement shall be issued a
25 printed copy of this Agreement. The booklet shall be printed and
26 distributed within sixty (60) days of the signing of the contract. Each
27 employee will be required to sign a receipt for his copy of the
28 Agreement.
29

30 I. For security reasons, the Company may issue and require
31 employees to carry or wear Company provided identification cards or
32 badges.
33

34 J. The Company agrees to pay employees on jury duty the
35 difference between the jury pay actually received, exclusive of travel
36 expense, and normal straight-time pay which would have been earned
37 during the period of such duty. Employees selected for jury duty will
38 be assigned to day shift, not to exceed eight (8) hour work days, with
39 Saturday and Sunday off. On days when actual jury duty is performed,
40 the employee's shift start time will be considered the employee's court
41 report time. On days when the employee does not have to report for
42 jury duty, his start time will be the same as his report time for jury duty,
43 unless otherwise mutually agreed to by the supervisor and employee.

1 Weekends will commence at the beginning of the first week of jury
2 duty. Reasonable accommodation will be made prior to the beginning
3 of jury duty to ensure legal rest without loss of pay. Employees agree
4 to return to work on those days when excused from jury duty prior to
5 midpoint of their shift with the total combination of jury duty and work
6 time not to be scheduled in excess of eight (8) hours. At stations
7 where state, county, city, borough, or local courts have odd hours or
8 irregular schedules, the Company and the Shop Committee or
9 General Chair will agree on a local jury duty policy.

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

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

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

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

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

35
36 P. The first of the month following the signing of this Agreement,
37 employees covered by this Agreement stationed at Ketchikan who
38 must commute to work by ferry from Revillagigedo Island to the Airport
39 Terminal on Gravina Island will receive a ferry pass.
40

1 ARTICLE 22, INSURANCE
2

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

10 Monthly Earning	Basic Life	Basic
11	Insurance	AD & D
12 // <u>Less than \$2,000</u>	\$45,000	\$45,000
13 <u>\$2,000 but less than \$2,250</u>	\$54,000	\$54,000
14 <u>\$2,250 but less than \$2,500</u>	\$60,000	\$60,000
15 <u>\$2,500 but less than \$2,750</u>	\$66,000	\$66,000
16 <u>\$2,750 but less than \$3,000</u>	\$72,000	\$72,000
17 <u>\$3,000 but less than \$3,250</u>	\$78,000	\$78,000
18 <u>\$3,250 but less than \$3,500</u>	\$84,000	\$84,000
19 <u>\$3,500 but less than \$3,750</u>	\$90,000	\$90,000
20 <u>\$3,750 but less than \$4,000</u>	\$96,000	\$96,000
21 <u>\$4,000 but less than \$4,250</u>	\$102,000	\$102,000
22 <u>\$4,250 but less than \$4,500</u>	\$108,000	\$108,000
23 <u>\$4,500 but less than \$4,750</u>	\$114,000	\$114,000
24 <u>\$4,750 but less than \$5,000</u>	\$120,000	\$120,000
25 <u>\$5,000 but less than \$5,250</u>	\$126,000	\$126,000
26 <u>\$5,250 but less than \$5,500</u>	\$132,000	\$132,000
27 <u>\$5,500 but less than \$5,750</u>	\$138,000	\$138,000
28 <u>\$5,750 but less than \$6,000</u>	\$144,000	\$144,000
29 <u>\$6,000 but less than \$6,250</u>	\$150,000	\$150,000
30 <u>\$6,250 but less than \$6,500</u>	\$156,000	\$156,000
31 <u>\$6,500 but less than \$6,750</u>	\$162,000	\$162,000
32 <u>\$6,750 but less than \$7,000</u>	\$168,000	\$168,000
33 <u>\$7,000 or over</u>	\$174,000	\$174,000

34
35
36 An employee may, at his option, increase his life insurance coverage
37 by purchasing at group rates, supplemental life and AD&D insurance
38 coverage. He may also purchase life insurance coverage for his
39 spouse and children.
40

41 B. Short Term Disability- Company-paid coverage will be provided
42 in the amount of forty percent (40%) of weekly basic earnings up to a

1 maximum of five hundred dollars (\$500.00) per week. The Company
2 shall offer an Optional Short-Term Disability Plan. The cost to the
3 employee of optional short-term coverage will be determined by the
4 Company and this amount may change from year to year. The
5 Optional Short-Term Disability plan will provide benefits, in addition to
6 Company-paid coverage, equal to twenty percent (20%) of the weekly
7 basic earnings up to a maximum benefit of two hundred dollars
8 (\$200.00) a week. All terms and conditions which apply to the
9 Company-paid Short-Term Disability Plan shall apply to the Optional
10 Short-Term Disability Plan.
11

12 C. Long Term Disability - The Company will provide for payroll
13 deductions and onsite enrollment for an LTD program. The union shall
14 determine the design of the plan, participation requirements, and will
15 select the agent and underwriter for the Plan. The cost of the plan
16 shall be borne by the employees. The union shall have the opportunity
17 to offer an onsite enrollment subject to coordination with the
18 appropriate operational area and payroll.
19

20 D. Health Care Benefits - The Company shall offer each active
21 eligible employee and his/her eligible dependents a medical,
22 prescription drug, dental and vision plan subject to employee
23 contributions. The plans and terms of coverage shall be the same as
24 the plans offered to management employees, subject to the following
25 minimum terms and benefits:
26

27 1. Participation

28 a. Eligibility: All active regular full-time
29 employees, and active regular part-time employees, who regularly
30 work 20 or more hours per week, their spouse and dependents up to
31 age 26.
32

33 b. Enrollment: Effective the first day of the month
34 following one (1) month of active Company service provided the
35 employee is on active status on that date.
36

37 c. Discontinuance: Last day of month in which the
38 employee is no longer on the payroll (except for employees on
39 Workers' Compensation as stated in D.1.d below).
40
41

1 d. Employees on Workers' Compensation who
2 have expended all injury leave and sick leave as set forth in Article 14,
3 paragraph D., occupational injury, shall have their group insurance
4 (medical/dental/vision and life) premiums paid by the Company for a
5 period of ninety (90) days subsequent to the expiration of their injury
6 and sick leave benefits. After the above coverage has been
7 expended, the Life Insurance may be converted to an individual plan
8 within thirty (30) days and Medical/Dental/Vision coverage may be
9 continued under COBRA provisions. Employees on leave of absence
10 (including medical leave) or layoff may elect to continue their Group
11 Medical/Dental/Vision benefits and Life Insurance coverage by paying
12 to the Company the monthly premium covering the cost of such
13 coverage according to COBRA but not less than a period of up to three
14 (3) months

15
16 2. Contributions

17 //

18 a. // Employee contributions for the PPO will be at //
19 20% of the total premium.

20 //

21 b. // Annual increases will be no more than 10%
22 higher than the prior year's contribution.

23 c. // The Company will contribute the same amount
24 towards the funding of any applicable HMO as it contributes to the
25 same tier of coverage for the PPO plan.

26
27 3. PPO Benefit Levels - // Co-pays, deductibles and other
28 terms under the PPO health care plan will be fixed at the following
29 levels:

30 a. In-network physician visit co-pay \$20; Plan pays
31 remainder of the covered physician charges (no deductible). Ancillary
32 services in-network are covered at 80% (after deductible). Plan pays
33 60% of reasonable and customary covered charges for out-of-network
34 providers (after deductible).
35
36
37
38
39
40

1
2
3 b. Annual Deductibles:

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

8 * If an in-network provider is available.

9
10 c. Annual Out of Pocket Max:

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

15 * If an in-network provider is available.

16
17 d. Emergency room co-pay: \$75 per visit.

18
19 e. Prescription Drug Co-pays:

20 Retail (30-day supply):

21 Generic – \$10

22 Formulary Brand Name - \$25

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

25
26 Mail Order (90-day supply):

27 Generic – \$20

28 Formulary Brand Name - \$50

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

31
32 f. Co-insurance:

33 In-network – 80%

34 Out-of-network – 60%*

35 * If an in-network provider is available.

36
37 //

38
39 // g. // Chiropractic care shall be limited to 24 visits per
40 person per calendar year.

1 h. Hearing Aid Expenses: Limited to three hundred
2 dollars (\$300) per person per two years.
3

4 i. A high Deductible PPO plan will be offered as an
5 option, with the same plan coverage and at the same monthly
6 employee cost, as offered to management employees.
7

8 4. Dental Summary

9 a. Deductible: Twenty-five dollars (\$25.00) per
10 individual, fifty dollars (\$50.00) per family unit, per calendar year.
11

12 b. Co-Insurance: Plan pays 80% of usual and
13 customary charges, including prosthetics and periodontal procedures.
14 Starting in 2015 the plan pays 100% of usual and customary charges
15 for diagnostic and preventive services, 80% for restorative, and 50%
16 for major procedures.
17

18 c. Maximum: Up to \$1750 per individual per calendar
19 year.
20

21 d. // Orthodontia: Maximum of \$2,000 lifetime per
22 individual with separate \$100 lifetime deductible and 80% of
23 reasonable and customary charges paid by the Plan.
24

25 5. Vision Summary

26
27 a. One examination in a twelve-month period; subject
28 to a copay of \$20 if provided by a VSP network provider. The plan will
29 provide reimbursement up to \$45 for an exam provided by a non-
30 network provider.
31

32 b. The plan will provide coverage for lenses and frames
33 as follows:
34

35 Lenses:

36 Network - One pair every 12 months, subject to \$20
37 copay.

38 Non-network - \$45 reimbursement every 12
39 months, subject to allowance (\$25 single vision,
40 \$45 bifocal, \$61 trifocal
41

1 ARTICLE 23, WAGE RULES
2

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

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

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

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

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

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

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

1 H. Where there is a shortage equal to one-half day's pay or more
2 in the pay of an employee, and such shortage is the result of a
3 Company error, a special check will be issued at the Company's
4 General Offices by the Company within four (4) accounting working
5 days after notification to the Company regarding the shortage. The
6 special check will be sent to the employee's attention at his station by
7 the fastest possible means (e.g., Gold Streak or employee pick up at
8 Payroll).
9

10 I. When an employee under this Agreement moves from a lower
11 classification to a higher classification, the employee shall be assigned
12 the base hourly rate of pay in the higher classification which is equal
13 to his rate of pay in the lower classification. If no such equal rate
14 exists, the employee shall receive the next higher rate in the higher
15 classification. Thereafter, the employee will progress on the pay scale
16 accordingly.
17

18 J. Effective // August 10, 2019, leads will be paid a premium of
19 // two dollars and twenty-five cents (\$2.25) per hour. For pay
20 purposes, this shall be considered as part of the basic rate for
21 calculations.
22

23 K. This will confirm our agreement that all current employees
24 successfully bidding to the state of Alaska, on or before January 15,
25 1993 will be eligible to receive the Alaska differential. Also, employees
26 currently receiving the Alaska differential, who are involuntarily
27 required to relocate to the Lower 48, shall maintain their eligibility for
28 the Alaska differential in the event they are subsequently successful
29 in returning to Alaska. Those employees hired prior to March 31, 1985
30 are grandfathered at the three dollars and twenty-three cents (\$3.23)
31 per hour differential and those employees hired on or after March 31,
32 1985 but prior to November 30, 1992 shall be grandfathered at the two
33 dollar and thirty-nine cents (\$2.39) per hour differential. For pay
34 purposes, this shall be considered as part of the basic rate for
35 calculations.
36

37 L. When an employee has been designated as a non-
38 management trainer, he will receive one dollar and twenty-five cents
39 (\$1.25) per hour as a trainer premium, pursuant to Article 12. For pay
40 purposes, this shall be considered as part of the basic rate for
41 calculations.
42

1 M. Article 26 lists the pay progression steps under this labor
2 agreement for all classifications. For purposes of progressing onto the
3 next pay step in Article 26, an employee will reach the next pay step
4 by reaching his anniversary date within his classification. This wage
5 increase anniversary date will be adjusted for any periods when the
6 employee is off payroll status for ninety (90) days or longer except:

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

10
11 N. All Ramp & Stores employees at the Yakutat, Cordova, Nome,
12 Kotzebue, // Barrow, and Bethel stations, shall receive a location
13 differential, which at the contractual wage start rate will be // eight
14 dollars and fifty (\$8.50) per hour. This differential will be reduced by
15 .25 cents (\$.25) per hour at each step beginning at step // one and will
16 be // five dollars and fifty cents (\$5.50) per hour at the // twelfth (12th)
17 step, which is in addition to any other differential. For pay purposes,
18 this shall be considered as part of the basic rate for calculations.

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

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

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

38
39 No later than thirty days (30) days after September 27, 2019, a
40 contract incentive payment of five thousand dollars (\$5000) will be
41 paid to all RSSA employees of record as of September 27, 2019 or to
42 employees on a leave of absence, on September 27, 2019.

1 //

2
3 R. The Company will provide an option for employees to voluntarily
4 sign up for payroll deductions to the Machinists Non- Partisan Political
5 league (MNPL) and the Guide Dogs of America.

6
7 S. Effective August 10, 2019, Departure Coordinators will be paid
8 a differential of one dollar and fifty cents (\$1.50) per hour.
9

1 ARTICLE 24, SAVINGS CLAUSE

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

1 ARTICLE 25, EFFECTIVE DATE AND DURATION
2

3 Except as may otherwise be stated, all provisions of this Agreement shall
4 become effective upon signing and shall remain in full force for the period
5 ending September 27, 2024 and shall automatically be renewed under the
6 same terms and conditions for consecutive yearly periods thereafter unless
7 notice of intended change is served as provided herein. Either party desiring
8 to amend or modify any provision of this Agreement shall serve notice in
9 writing on the other party at least fourteen (14) months July 27, 2023
10 preceding September 27, 2024, or September 27 of any year thereafter;
11 specifically mentioning any amendments or modifications desired, and no
12 other provisions of this Agreement shall be affected by such notice, except to
13 the extent that other provisions must be revised to conform with the
14 amendments or modifications agreed upon. When any notice of desired
15 amendment or modification of any provisions hereof is served, the parties
16 hereto shall meet within thirty (30) days from receipt of said notice to negotiate
17 concerning such desired amendments or modifications. If an Agreement has
18 not been reached by May 27, 2024, the parties will jointly petition the National
19 Mediation Board for mediation services.
20

21 IN THE WITNESS WHEREOF, the parties hereto have signed this RSSA
22 Collective Bargaining Agreement this // 27th day of September, // 2019.
23

24 WITNESS: FOR ALASKA AIRLINES, INC
25 s/Jenny Wetzel s/Shane Tackett
26 s/Wayne Newton Shane Tackett
27 s/Jeanne Davis EVP Planning & Strategy
28 s/Bob Hartnett
29 s/Rebecca Meissner
30 s/Denise Kliskey
31

32 WITNESS: FOR THE INTERNATIONAL ASSOCIATION
33 OF MACHINISTS & AEROSPACE WORKERS
34 s/Jeff Tobius s/Sito Pantoja
35 General Chairperson General Vice President – Transportation
36 s/Jason McAdoo s/Dave Supplee
37 Special Representative President – Directing General Chairperson District 142
38 s/Justin Bates s/Tim Klima
39 VP – Alaska Airline Coordinator
40 s/James Carlson
41 Assistant Airline Coordinator
42 s/Kris Hannah
43 Grand Lodge Representative
44 s/Brianna Gregory
45 Grand Lodge Representative
46 s/Richard Pantoja
47 Grand Lodge Representative
48

1 ARTICLE 26, SCHEDULE A

2
3 Effective August 10, 2019:

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

Steps	8/10/19	8/10/20	8/10/21	8/10/22	8/10/2023	**
Start	\$15.00	\$15.52	\$15.75	\$15.99	\$16.23	
Step 1	\$15.40	\$15.93	\$16.17	\$16.41	\$16.66	
Step 2	\$16.00	\$16.55	\$16.80	\$17.05	\$17.31	
Step 3	\$16.25	\$16.81	\$17.06	\$17.32	\$17.58	
Step 4	\$16.59	\$17.16	\$17.42	\$17.68	\$17.94	
Step 5	\$17.61	\$18.22	\$18.49	\$18.77	\$19.05	
Step 6	\$18.63	\$19.28	\$19.57	\$19.86	\$20.16	
Step 7	\$19.82	\$20.51	\$20.81	\$21.13	\$21.44	
Step 8	\$20.28	\$20.98	\$21.30	\$21.62	\$21.94	
Step 9	\$20.80	\$21.52	\$21.84	\$22.17	\$22.50	
Step 10	\$22.23	\$23.00	\$23.34	\$23.69	\$24.05	
Step 11	\$24.29	\$25.13	\$25.50	\$25.88	\$26.27	
Step 12	\$29.00	\$30.00	\$30.30	\$30.75	\$31.22	

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

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

16
17 ** Effective August 10, 2023, base wage rates shall be the greater of
18 the above rates or the wage resulting from the 90% Wage Review
19 calculations.
20

1 Effective August 10, 2019:

2
3 ARCTIC SCALES (Base Rate plus Differential)
4 RAMP SERVICE AGENT AND STORES AGENT
5 BASE RATES FOR DURATION OF AGREEMENT
6

Steps	8/10/2019	8/10/2020	8/10/2021	8/10/2022	8/10/2023	**
Start	\$23.50	\$24.02	\$24.25	\$24.49	\$24.73	
Step 1	\$23.65	\$24.18	\$24.42	\$24.66	\$24.91	
Step 2	\$24.00	\$24.55	\$24.80	\$25.05	\$25.31	
Step 3	\$24.00	\$24.56	\$24.81	\$25.07	\$25.33	
Step 4	\$24.09	\$24.66	\$24.92	\$25.18	\$25.44	
Step 5	\$24.86	\$25.47	\$25.74	\$26.02	\$26.30	
Step 6	\$25.63	\$26.28	\$26.57	\$26.86	\$27.16	
Step 7	\$26.57	\$27.26	\$27.56	\$27.88	\$28.19	
Step 8	\$26.78	\$27.48	\$27.80	\$28.12	\$28.44	
Step 9	\$27.05	\$27.77	\$28.09	\$28.42	\$28.75	
Step 10	\$28.23	\$29.00	\$29.34	\$29.69	\$30.05	
Step 11	\$30.04	\$30.88	\$31.25	\$31.63	\$32.02	
Step 12	\$34.50	\$35.50	\$35.80	\$36.25	\$36.72	

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

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

15
16 ** Effective August 10, 2023, base wage rates shall be the greater of
17 the above rates or the wage resulting from the 90% Wage Review
18 calculations.

1 ARTICLE 27, SHIFT DIFFERENTIAL
2

3 A. Employees covered by this Agreement shall receive multiple
4 shift differential of // sixty (\$0.60) cents per hour for second shift or //
5 seventy-five (\$0.75) cents per hour for the third shift when they work
6 these shifts as defined in Article 5.
7

8 B. An employee who works a relief schedule and who is scheduled
9 to work two or more starting times during a work week will be paid
10 multiple shift differential of // eighty (\$0.80) cents per hour for all hours
11 worked during any work week in which he works such schedule.
12

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

1 ARTICLE 28, LONGEVITY ALLOWANCE
2

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

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

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

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

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

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

1 judgment liability incurred by the Company by reason of the discharge
2 of an employee at the Union's request pursuant to this action.
3

4 E. The Union shall indemnify and hold the Company harmless for
5 any time or wage claims for any employees discharged by the
6 Company or for any dues deduction changes pursuant to a written
7 order by an authorized Union representative. The Company agrees
8 that the Union shall maintain the exclusive right to defend, settle,
9 mitigate damages, litigate and/or take whatever action is necessary or
10 it deems proper with respect to a person who sues the carrier under
11 the Railway Labor Act, through attorneys of its own choosing and at
12 its own discretion, but, in any event, if the carrier unilaterally
13 determines that it desires attorneys to represent it in defense of such
14 actions, it shall do so at its own cost and not at the cost of the Union.
15 It is further agreed that the carrier shall promptly notify the Union of
16 any such action when and if filed and the Union shall, at its own option,
17 defend such actions and/or settle under the circumstances above
18 described.
19

1 ARTICLE 30, LETTERS OF AGREEMENT
2

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

12 Letter of Agreement #1 - Contract Service Lead

13 Letter of Agreement #2 - Military Charters

14 Letter of Agreement #3 - "COPS" Utilization

15 Letter of Agreement #4 - Lead Utilization

16 Letter of Agreement #5 - Prudhoe Bay

17 Letter of Agreement #6 - Chemical Dependency

18 Letter of Agreement #7 - Station Agent

19 Letter of Agreement #8 - Health and Wellness

20 Letter of Agreement #9 - // Staffing Adjustment

21 Letter of Agreement #10 - Expedited Arbitration

22 Letter of Agreement #11 - Cross Utilization

23 Letter of Agreement #12 - Grievance Backlog

24 Letter of Agreement #13 - Working Together

25 Letter of Agreement #14 - // Work Security

26 Letter of Agreement #15 - Sick Leave Buyout

27 Letter of Agreement #16 - Resource Planning

28 Letter of Agreement #17 - Double Dipping

29 Letter of Agreement #18 - Non-DOT Random Drug Testing

30 Letter of Agreement #19 - GSAP and GSAP MOU

31 Letter of Agreement #20 - COPS/RSSA Bridge Agreement

32 Letter of Agreement #21 - Sliding Scale

33 Letter of Agreement #22 - Wage Review
34

1 LETTER #1

2
3 CONTRACT SERVICE LEAD

4
5 Letter of Agreement
6 Between
7 Alaska Airlines, Inc.
8 And
9 The International Association of Machinists
10 And Aerospace Workers
11 For
12 Ramp Service and Stores Agents
13

14 This Letter of Agreement is made and entered in accordance with the
15 provisions of Title II of the Railway Labor Act as amended, by and
16 between Alaska Airlines, Inc. (the "Company") and the Ramp Service
17 and Stores employees in the service of the Company (the
18 "employees") as represented by the International Association of
19 Machinists and Aerospace Workers (IAMAW).
20

21 This will serve to establish the duties, pay and protections for a
22 Contract Service Lead.
23

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

1 members are not assigned). The Contract Service Lead will not be
2 responsible for Alaska Airlines employment decisions and/or the
3 administration of discipline.

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

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

16
17 Contract Service leads will be compensated at // \$6.25/hour
18 differential. After one year in the CSL position, the differential shall
19 increase to \$8.25/hour. The Contract Service Lead differential will be
20 paid above the base classification (e.g., Stores Agent, Ramp Service
21 Agent,) and will become part of the Contract Service Lead's base pay
22 for sick leave, vacation, overtime, etc.

23
24
25
26 FOR ALASKA AIRLINES, INC.

27
28 s/Shane Tackett
29 Vice President - Labor Relations

30
31 s/Todd Sproul
32 Managing Director, Customer Service - Airports

33
34 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
35 AEROSPACE WORKERS

36
37 s/Tom Higginbotham
38 President – Directing General Chairperson

39
40 s/Jeff Tobius
41 General Chairperson

1 LETTER #2

2
3 MILITARY CHARTERS

4
5 LETTER OF AGREEMENT

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

11
12 hereby agree that:

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

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

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

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

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

41
42 4. This understanding constitutes an amendment and
43 modification of the Collective Bargaining Agreement between the

1 parties hereto and, notwithstanding, any other provisions of said
2 Collective Bargaining Agreement shall run concurrent with the
3 Agreement except that it shall terminate on January 1, 1985 unless
4 extended during negotiations by mutual agreement between the
5 parties.
6

7 Signed this 21st day of December, 1981.
8

9 FOR INTERNATIONAL
10 ASSOCIATION OF
11 MACHINISTS AND
12 AEROSPACE WORKERS
13

FOR ALASKA AIRLINES, INC.

14 s/Guy K. Cook
15 s/Walter Fitzgibbon
16 s/John L. Minnich
17 s/Ronald G. Locke
18 s/Robert G. Nisson
19

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

1 LETTER #3

2
3 "COPS" UTILIZATION

4
5 LETTER OF AGREEMENT
6 between
7 ALASKA AIRLINES, INC.
8 and
9 INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11

12 The Company may utilize employees covered by the "C.O.P.S."
13 contract to perform ramp service functions at Petersburg, Wrangell and
14 Glacier Bay, and may utilize ramp service employees covered by the
15 "Ramp and Stores Agent" contract to perform work covered by the
16 "C.O.P.S." contract at Cordova and Yakutat. When there are six (6) or
17 more full-time (or equivalent) hourly rated employees at any of the above
18 stations, additional employees hired into the station shall be covered by
19 the Agreement not in effect upon signing at that location, however, the
20 employees may continue to perform the functions covered under both
21 Agreements.
22

23 At small stations (four or less daily departures), the COPS and/or
24 ramp service employees, shall perform all work functions (e.g. A CSA may
25 load baggage and a ramp serviceman may board passengers).
26

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

30 Signed this 3rd day of June, 1985.

31
32 WITNESS: FOR ALASKA AIRLINES, INC.

33
34 s/Robert A. Eldridge s/Robert E. Gray
35 s/Thomas W. Dezutter Robert E. Gray
36 Sr. V. P./Industrial Relations
37

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

40
41 s/Benedict A. Robbins s/Charles D. Easley
42 s/Thomas M. Gibbs s/Frank H. Schlais
43

1 LETTER #4

2
3 LEAD UTILIZATION

4
5 LETTER OF AGREEMENT
6 between
7 ALASKA AIRLINES, INC.
8 and
9 INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11

12
13 WHEREAS, it is in the mutual interest of both the Company and
14 the Union to avoid confusing or contradictory instructions,
15 assignments or directives to employees covered by this Agreement;
16

17 IT IS HEREBY AGREED AND UNDERSTOOD, that leads and
18 management personnel shall cooperate, and whenever a lead is on
19 duty, management personnel shall make every reasonable effort to
20 work through the lead and to keep him informed so that he will have
21 full knowledge of the utilization of the crew.
22

23 Signed this 28th day of April, 1976.

24
25 WITNESS:

26
27 FOR ALASKA AIRLINES, INC.

28
29 s/Kenneth F. Skidds s/Robert E. Gray
30 s/E. R. Schnebele Vice President Industrial Relations
31 s/Robert A. Eldridge
32

33 WITNESS: FOR INTERNATIONAL
34 ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
35

36 s/Harold J. Plaster s/Ron G. Rice
37 s/Vernon M. Christopherson s/Gary R. Carbone
38

1 LETTER #5

2
3 PRUDHOE BAY

4
5 LETTER OF AGREEMENT

6 between

7 ALASKA AIRLINES, INC.

8 and

9 INTERNATIONAL ASSOCIATION OF MACHINISTS

10 AND AEROSPACE WORKERS

11 for

12 Mechanics, Ramp Service & Related Crafts

13 at

14 PRUDHOE BAY, ALASKA

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

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

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

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

29
30 1. Article 4, Classification of Work

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

36
37 b. Management personnel will not normally perform work in
38 the Classifications covered by the basic Agreement except for
39 assisting employees in those instances when due to an unforeseeable
40 peak period, where time is of the essence, and no other arrangement
41 is feasible to alleviate the situation, or if there are insufficient
42 volunteers for overtime, or in the case of an emergency. It is agreed
43 that the servicing of late flights, the performance of necessary work to

1 maintain flight schedules, or the protection of Company or customer
2 property against the elements may be considered emergencies. Each
3 emergency may be explained in writing to the local union shop
4 committee or local shop steward when there is no shop committee,
5 upon receipt by the Company of a request in writing. The Company
6 will respond in writing within forty-eight (48) hours of the written
7 request, exclusive of Saturdays and Sundays.

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

14 15 2. Article 5, Hours of Service

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

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

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

30
31 d. There shall be no shift differential.

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

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

40
41 g. A shift realignment will occur once a year at the
42 Prudhoe station during the month of September and will take effect

1 the first day of the first rotation of the following year. Such bid will be
2 awarded by classification seniority within the classification.
3

4
5 3. Article 6, Overtime
6

7 a. Overtime shall apply to any work performed in excess of
8 twelve (12) hours in any work day. It shall be paid at the time and one-
9 half (1-1/2) rate.
10

11 b. Employees unable to leave the station at the end of their
12 fourteen (14) day tour of duty because of lack of Company
13 transportation from Prudhoe to FAI/ANC will, for pay purposes, be
14 considered to be on actual duty. If required to work, overtime at the
15 time and one-half rate shall apply. Those employees unable to return
16 to work through no fault of their own because of a lack of Company
17 transportation from FAI/ANC to Prudhoe will be considered to be on
18 actual duty and will be paid at their normal rate of pay.
19

20 4. Article 7, Holidays
21

22 Holidays shall not apply to the station, except that Prudhoe Bay
23 employees who work the holiday shall be compensated at the double
24 time (2x) rate for all hours worked. Prudhoe Bay employees who are
25 not on their tour of duty shall receive holiday pay which is a daily
26 average of the number of hours the employee worked during their last
27 tour of duty.
28

29 5. Article 10, Vacancies
30

31 a. The bidding of vacancies shall be by "permanent" or
32 "preference" bid as set forth in Section 10.A., of the Agreement but
33 shall apply to all classifications.
34

35 b. When an employee covered by this Agreement is not
36 available to fill a vacancy, after exhausting procedure set forth in the
37 basic Agreement and after the Company has first asked for volunteers
38 to fill the vacancy temporarily until a new employee is hired,
39 management employees may perform any necessary functions for
40 thirty (30) days.
41

42 c. If an employee is unable to cope with the environment or
43 working conditions within ninety (90) days of being awarded the bid,

1 he will be allowed to return to his former position (if his seniority so
2 allows) with a thirty (30) calendar day written notice to the Company.
3

4 d. For vacancies of thirty (30) days or less, the Company
5 shall have the option of the following procedures in the following order:
6

7 1) Offer the position to those employees who have
8 preference bids on file for the Classification and station, in seniority
9 order. If none accept, the Company shall have the right to assign the
10 junior employee with a preference bid on file.
11

12 2) Select any volunteer at any station on the system.
13

14 3) Hire a new employee on a temporary basis.
15

16 e. Any employee who is absent from the Prudhoe station for
17 reasons other than vacation or approved personal LOA for more than
18 two (2) rotations in a twelve month period shall be considered unfit for
19 assignment to the station and shall be furloughed.
20

21 6. Article 13, Vacations 22

23 Vacations shall be bid in increments of at least one-half (1/2) a
24 tour of duty; that is, seven (7) consecutive days. It shall be paid for on
25 the basis of the employee's normal scheduled hours per day and shall
26 be accrued on the basis of the same relative accrual as set forth in the
27 basic Agreement reduced to an hourly rate.
28

29	Accrual Rate in Minutes per	
30	Straight Time Hour Worked	Years of Service
31		
32	2.50	0 - 4
33	4.65	5 - 11
34	6.94	12 - 20
35	7.50	21 and over
36		

37 One year represents 2184 hours.
38

39 7. Article 14, Sick Leave 40

41 Sick Leave shall be accrued at the rate of 2.75 minutes for each
42 straight time hour worked and shall be expended at the rate of the
43 employee's normal scheduled hours per day. B.4. shall not apply.

1 Employees who are ill and unable to report for their assigned tour shall
2 contact the Customer Service Manager at least 24 hours prior to the
3 report time.
4

5
6 8. Article 15, Transportation
7

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

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

16 c. The Company's Pass Policy, System Regulations 6.000-
17 6.600, shall not apply to transportation to and from the Prudhoe
18 Station.
19

20 d. Transfer and moving expenses shall not apply to the
21 Prudhoe Bay Station.
22

23 9. Article 21, General and Miscellaneous
24

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

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

39 c. Room and board at Prudhoe shall be furnished to
40 employees assigned to the station at Company expense.
41

42 d. At employee's home of record on Alaska Airlines' system
43 where the Company experiences no cost and it complies with local

1 Port requirements, parking will be made available for Prudhoe Bay
2 based employees.
3

4
5
6
7 Signed this 6th day of January, 2000.
8

9 FOR INTERNATIONAL
10 ASSOCIATION OF
11 MACHINISTS & AEROSPACE WORKERS
12 Northwest District Lodge No. 143
13

FOR ALASKA AIRLINES, INC.

14
15 Robert De Pace
16 President/Directing General Chair
17 Nan Otto, General Chair
18

Thomas R. O'Grady
Staff V.P./Labor
and Employment
Law and Deputy
General Counsel
19
20

1 LETTER #6

2
3 CHEMICAL DEPENDENCY

4
5 TO ALL RAMP SERVICE AND STORES
6 EMPLOYEES
7

8 Chemical dependency abuse is one of the leading health problems,
9 resulting in human tragedy and economic loss. We believe that
10 Chemical dependence is an illness, which can be successfully treated.
11 The Employee Assistance Program (EAP) will help any employee who
12 needs and accepts treatment. To accomplish this, the Employee
13 Assistance Program, in conjunction with the IAM and with the
14 cooperation of the Alaska Airlines management, offers a program to
15 diagnose and treat this disease.
16

17 YOUR JOB SECURITY WILL NOT BE JEOPARDIZED BY
18 REQUESTING AND/OR ACCEPTING HELP AND TREATMENT
19

20 The benefits under our Group Hospitalization and Medical Insurance
21 Plan, as well as Alaska Airlines' Sick Leave benefits, will be provided
22 for those employees requiring treatment for a chemical dependence
23 problem.
24

25 The importance of this program to the afflicted individual cannot be
26 over-emphasized. The need for his cooperation in responding to
27 treatment by trained professionals also cannot be over-emphasized.
28

29 THE ALTERNATIVE in failing to accept help and treatment could be
30 loss of job and, finally, life itself. Unfortunately, the problem may not
31 be obvious to the person struggling with this terrible disease. It may
32 be more evident to their family, friends and fellow employees. All
33 employees must accept a responsibility in the control of this disease
34 among their peers.
35

36 ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST
37 CONFIDENCE. Should you desire assistance, please contact your
38 Employee Assistance Program Coordinator or General Chair.
39

40 s/Walter Fitzgibbon
41 s/Ronald G. Locke

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

1 LETTER #7

2
3 STATION AGENT

4
5 LETTER OF AGREEMENT
6 between
7 ALASKA AIRLINES, INC.
8 and the
9 INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11

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

18 This will serve to establish the bridge agreement necessary for RSSA
19 employees to transfer to the Station Agent classification as defined in
20 Article 4 of the Clerical, Office and Passenger Service (COPS)
21 contract with the following modifications:
22

23 1. Article 4, Classification of Work

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

27 b. Station Agent -- Responsibilities include, but are not
28 limited to, duties found in the job descriptions for a Customer Service
29 Agent (as defined in the COPS contract, Article 4), Operations Agent
30 (as defined in the COPS contract, Article 4), Stores Agent, and Ramp
31 Servicemen as defined in the RSSA Agreement, respectively.
32

33 2. Article 5, Hours of Service

34 a. Hours of service and part-time requirements shall be
35 subject to the provisions of the COPS contract Article 5 and 6,
36 respectively.
37

38 3. Article 6, Overtime

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

1 b. All hours accrued in a compensatory bank shall be
2 converted to vacation accrual within 30 days of returning to the RSSA
3 agreement.

4 4. Article 7, Holidays

5 a. Holidays observed shall be subject to the COPS
6 contract, Article 8.

7 b. COPS Article 8.B.1 & 2 shall be used to determine
8 holidays off.

9
10 5. Article 8, Field Service

11 a. COPS Article 29 shall govern any field service
12 assignment.

13
14 6. Article 9, Seniority

15 a. RSSA employees who accept a bid as a Station
16 Agent or Lead Station Agent will retain and accrue seniority for all
17 classifications in which he holds in the RSSA contract.

18 b. RSSA employees who leave the Station Agent or
19 Lead Station Agent classification(s) will retain and accrue Station
20 Agent and/or Lead Station Agent seniority.

21 c. RSSA employees will only be able to hold seniority as
22 a Lead Station Agent and/or Station Agent within the COPS contract.
23 Should an employee desire to bid for a different position within the
24 COPS contract, he will be subject to the normal hiring standards as
25 set forth by the Company. If hired into the COPS contract, he will be
26 subject to the language in RSSA Article 9.E.1.

27
28 7. Article 10, Vacancies

29 a. The awarding of a Station Agent or Lead Station
30 Agent position will be to the senior qualified employee possessing the
31 qualifications of a Station Agent or Lead Station Agent for RSSA and
32 COPS employees as outlined in Article 4 of the COPS contract.

33 b. All vacancies will be posted per RSSA contract Article
34 10.B and awarded per COPS contract Article 10.G. & H.

35
36 8. Article 16, Grievance Procedure

37 a. Should a grievance arise (contractual or discipline in
38 nature), COPS Article 16 shall apply.

1
2 9. Article 23, Wage Rules

3 a. The wage scale shall be that of the Station Agent
4 Classification as outlined in Article 19 of the COPS contract.
5

6 10. Article 27, Shift Differential

7 a. The shift differential shall be in accordance with the
8 shift differential as outlined in Article 21 of the COPS contract.

9 Accrual rates and participation in benefit plans will be per the RSSA
10 agreement. Bidding provisions for time off will be per the COPS
11 agreement.
12

13
14 FOR ALASKA AIRLINES, INC.

15
16 s/Shane Tackett
17 Vice President - Labor Relations
18

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

22
23 FOR INTERNATIONAL ASSOCIATION OF MACHINISTS AND
24 AEROSPACE

25
26 s/Tom Higginbotham
27 President – Directing General Chairperson
28

29 s/Jeff Tobius
30 General Chairperson
31

1 LETTER #8

2
3 HEALTH AND WELLNESS

4
5 LETTER OF AGREEMENT
6 BETWEEN
7 ALASKA AIRLINES, INC.
8 AND
9 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11 FOR
12 RAMP SERVICE AND STORES EMPLOYEES
13

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

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

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

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

1 barriers which might otherwise impede a successful enhancement of
2 such programs.

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

5
6
7
8 FOR ALASKA AIRLINES, INC.

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

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

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

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

25
26 s/Jeff Tobius
27 General Chairperson

1 Letter #9

2
3 STAFFING ADJUSTMENT

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

13
14 This will confirm our discussions regarding the use of earned vacation
15 time or banked holiday time in conjunction with an agent being awarded
16 Staffing Adjust (commonly referred to as "SA," or Day of LOA) – which is
17 unpaid leave time awarded on a scheduled working day. Staffing
18 Adjustment will be awarded by seniority within the classification in a bid
19 location in accordance with RSSA Article 11.E.

20
21 When an agent has been awarded Staffing Adjust for a day or portion of
22 a day, it will be the individual agent's discretion to utilize any earned
23 vacation time or banked holiday time for the like time that has been
24 awarded off. The time will be considered to be unpaid unless the
25 employee indicates at the time of the award that they prefer to utilize
26 earned vacation or banked holiday pay. Seniority will not be bypassed in
27 favor of awarding an agent time off that wishes to forego pay; likewise,
28 seniority will not be bypassed in favor of awarding an agent time off that
29 wishes to utilize earned vacation. Time off will be awarded strictly based
30 on seniority. However, once an agent has made their determination to
31 utilize earned vacation, or take the awarded leave unpaid, and the time
32 off has been awarded, the agent may not switch their pay status (from
33 paid to unpaid, and from unpaid to paid).

34
35 IN WITNESS WHEREOF, the parties hereto have signed this Letter of
36 Agreement this 27th Day of September, 2019.

37
38 FOR THE COMPANY:

39
40 s/Shane Tackett
41 s/Wayne Newton

FOR THE IAM:

s/Dave Supplee
s/Jeff Tobius

1 LETTER #10

2
3 EXPEDITED ARBITRATION

4
5 April 30, 1997

6
7
8 Mr. Thomas Gibbs
9 General Chairman
10 IAM District 143
11 19518 Pacific Highway South, Suite. 202
12 Seattle, WA 98188

13
14 Dear Mr. Gibbs:

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

20
21 We agree as follows:

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

- 1 7. No transcripts will be taken.
2
3 8. No written briefs may be filed.
4
5 9. Decisions will be rendered without opinions within three (3) work
6 days of the close of the hearing.
7
8 10. Executive sessions may be waived by mutual agreement, but if
9 conducted will be limited to thirty (30) minutes per case.
10
11 11. A Company appointed Board member and a Union appointed
12 Board member will hear these cases with the neutral referee.
13
14 12. The parties will meet after each expedited case session to
15 discuss the mutual benefit of adding to, deleting from, or
16 amending these rules to further expedite the proper resolution of
17 cases.
18

19 Sincerely,
20
21
22

23 Thomas R. O'Grady
24 Assistant Vice President, Labor Relations/
25 Associate General Counsel
26

27 I agree:
28

29 Date 1/6/2000
30 Nan Otto
31 General Chair
32
33

Robert De Pace
President/Directing
General Chair

1 LETTER #11

2
3 CROSS UTILIZATION

4
5 LETTER OF AGREEMENT
6 BETWEEN
7 ALASKA AIRLINES, INC.
8 AND
9 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11 FOR
12 RAMP SERVICE AND STORES EMPLOYEES
13

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

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

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

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

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

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

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

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

1 4. Fleet service Agents doing Ramp service work at FAI and JNU.
2

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

6 At the Union's request, the Company shall annually provide a list of
7 the employees, by station, involved in cross-utilization work under this
8 side letter.
9

10 IN WITNESS WHEREOF, the parties hereto have signed this Letter
11 of Agreement this 6th day of January, 2000.
12

13 FOR ALASKA AIRLINES, INC.
14

15 Thomas R. O'Grady
16 Staff V.P./Labor and Employment
17 Law and Deputy General Counsel
18

19
20 FOR INTERNATIONAL ASSOCIATION OF
21 MACHINISTS & AEROSPACE WORKERS
22

23 Robert De Pace
24 President/Directing General Chair
25

1 LETTER #12

2
3 GRIEVANCE BACKLOG

4
5 LETTER OF AGREEMENT

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

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

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

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

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

30
31 If you agree, sign in concurrence below.

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

Nan Otto
General Chair

38
39
40 January 6, 2000

1 LETTER #13

2
3 WORKING TOGETHER

4
5 LETTER OF AGREEMENT
6 BETWEEN
7 ALASKA AIRLINES, INC.
8 AND
9 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11 FOR
12 RAMP SERVICE AND STORES EMPLOYEES
13

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

19
20 Management employees not covered by the basic collective
21 bargaining agreement shall predominately perform supervisory duties,
22 but may assist Union-represented employees with the performance of
23 their duties in order to:

24
25 a) Maintain proficiency on Company systems and processes,
26 b) Participate in key initiatives and process improvement programs, c)
27 Foster teamwork / collaboration or d) Improve operational
28 performance.
29

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

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

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

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

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

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

12
13
14 FOR ALASKA AIRLINES, INC.

15
16 s/Shane Tackett
17 Vice President - Labor Relations
18

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

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

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

30 s/Jeff Tobius
31 General Chairperson

1 LETTER #14

2
3 // WORK SECURITY

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

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

19
20 WHEREAS, the Union is the collective bargaining representative of the
21 Company's Ramp and Stores Employees ("RSSA") employees, and the
22 Union and the Company are parties to a collective bargaining agreement
23 covering such employees (the "RSSA Agreement"); and

24
25 WHEREAS, the Union has proposed, and the Company has agreed, that
26 the parties enter into a Letter of Agreement providing for work security for
27 its RSSA employees; and

28
29 THEREFORE, the Company and the Union enter into this Letter of
30 Agreement, as set forth below.

- 31
32 1. The Company agrees that, for the duration of this Letter of
33 Agreement, it will not outsource or subcontract work that, as of
34 September 27, 2019 is exclusively performed at Company
35 locations by employees within classifications covered in Article 4
36 of the RSSA Agreement.
37
38 2. As an exception to paragraph 1, the Company may outsource or
39 subcontract work that, as of the September 27, 2019 of this letter,
40 is exclusively performed by employees within classifications
41 covered in Article 4 of the RSSA Agreement if such outsourcing
42 or subcontracting is through an Airport consortium or as a result
43 of other regulatory requirements, and if such a consortium or
44 regulatory requirement is mandatory at a particular airport. Article

1 9 of the RSSA Agreement shall apply to any employee displaced
2 as a result of outsourcing or subcontracting under this paragraph.
3

4 3. It is agreed the following are examples of work that is not
5 "exclusively performed" by employees within classifications
6 covered in Article 4 of the RSSA Agreement as of September 27,
7 2019:

8
9 a. RSSA

10 i. Aircraft Fueling

11 ii. Deicing

12 iii. Baggage Delivery (physical delivery of bag)

13 iv. Janitorial
14

15 4. This letter does not require the Company to bring in any work that
16 the Company currently outsources or subcontracts.
17

18 5. Except as specifically provided herein, this Letter of Agreement
19 does not alter either party's rights under the RSSA Agreement,
20 including but not limited to the Company's ability to introduce new
21 equipment and technology and continue to innovate as provided
22 in Article 2.G.
23

24 This Letter of Agreement shall go into effect on September 27, 2019,
25 and shall expire on September 27, 2026. Once this Letter of
26 Agreement expires, the Company's rights and responsibilities with
27 respect to the outsourcing or subcontracting of work will be governed
28 by the RSSA Agreement in effect at the time of expiration. The parties
29 do not intend to create a status quo obligation as it relates to the
30 Company's contractual right to outsource or subcontract work beyond
31 the expiration date of this Letter of Agreement.
32

33 IN WITNESS WHEREOF, the parties hereto have signed this Letter of
34 Agreement this 27th Day of September, 2019.
35

36 FOR THE COMPANY:

FOR THE IAM:

37
38 s/Shane Tackett

s/Dave Supplee

39 s/Wayne Newton

s/Jeff Tobius
40

1 Letter #15

2
3 SICK LEAVE BUY OUT

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

13
14 Alaska Airlines, Inc. (the "Company"), and the International
15 Association of Machinists and Aerospace Workers for Ramp and
16 Stores Employees (the "Union") as representative of the RSSA
17 members employed by Alaska agree as follows:

18
19 —
20 An employee retiring directly from active service at age 55 or older
21 who has ten (10) years of vesting service or twenty (20) years of
22 Company service will be paid a lump sum equal to the employee's
23 current rate of pay multiplied by the sum of the employee's accrued
24 sick leave balance multiplied by 25%.

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

28
29 —
30 All other provisions of the collective-bargaining agreement remain in
31 full force and effect.

32 IN WITNESS WHEREOF, the parties hereto have signed this Letter
33 of Agreement this 27th Day of September, 2019.

34
35 FOR THE COMPANY:

FOR THE IAM:

36
37 s/Shane Tackett
38 s/Wayne Newton

s/Dave Supplee
s/Jeff Tobias

1 Letter #16

2
3 RESOURCE PLANNING

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

13
14 The company may elect to utilize RSSA members for the purposes of
15 assisting with staff planning. When it does so the following provisions
16 will apply:

17
18 For every six (6) vacancies, three (3) shall be made by the Company
19 selecting the most qualified candidate and three (3) shall be made
20 utilizing the bid processes as outlined in the RSSA Contract Article 10.
21 It is further agreed that successful candidates, whether selected by
22 the Company or those to successfully bid into the department, will
23 receive three (\$3.00) per hour differential on their base classification.
24 Should the Company wish to establish additional bid locations outside
25 of the current location of Seattle and the proposed location of
26 Anchorage, 30 days' notice must be given to the District General Chair
27 in addition to the notification requirements outlined in the RSSA
28 contract.

29
30 Each bid location established will have a separate list utilizing the
31 same three to three (3:3) ratio for the purposes of filling vacancies.

32
33 Should the need for a reduction in force arise in one of the bid
34 locations, RSSA Article 9.J shall be utilized.

35
36 The Company will furnish a list to the District General Chair in January
37 of every year detailing each bid location's personnel. The lists will
38 include the names, seniority dates, bid or selection status, bid or
39 selection date, and contract that each person came from.

1 IN WITNESS WHEREOF, the parties hereto have signed this Letter
2 of Agreement this 27th Day of September, 2019.
3

4 FOR THE COMPANY:

FOR THE IAM:

5
6 s/Shane Tackett
7 s/Wayne Newton

s/Dave Supplee
s/Jeff Tobius

1 Letter #17

2
3 DOUBLE DIPPING

4
5 Letter of Agreement

6 Between

7 Alaska Airlines, Inc.

8 And

9 The International Association of Machinists

10 And Aerospace Workers

11 For

12 Ramp Service and Stores Agreement

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

20
21
22 Pursuant to the "Double Dipping" letter dated February 1, 2012, this
23 letter of agreement recognizes the issue of "Double Dipping", as it
24 relates to the RSSA Agreement.

25
26 The Company agrees that it will not issue an attendance occurrence
27 and withhold trade privileges due to a single trade violation. The
28 Company will have the option of issuing either an attendance
29 occurrence or restricting trade privileges due to a trade violation, as
30 outlined in the Company's trade policy.

31
32 IN WITNESS WHEREOF, the parties hereto have signed this Letter
33 of Agreement this 27th Day of September, 2019.

34
35 FOR THE COMPANY:

FOR THE IAM:

36 s/Shane Tackett

s/Dave Supplee

37 s/Wayne Newton

s/Jeff Tobius

1 Letter #18

2
3 Non-DOT Random Drug Testing

4
5 Letter of Agreement

6 Between

7 Alaska Airlines, Inc.

8 And

9 The International Association of Machinists

10 And Aerospace Workers

11 For

12 Ramp Service and Stores Employees

13
14 This Letter of Agreement is made and entered in accordance with the
15 provisions of Title II of the Railway Labor Act, as amended, by and
16 between Alaska Airlines, Inc. (the "Company") and the International
17 Association of Machinists and Aerospace Workers (the "Union") in
18 representation of the Company's Clerical, Office and Passenger Service
19 employees (the "employees").

20
21 WHEREAS, it is the desire of the Company and the Union to enhance the
22 safety of the Company's operation through a non-DOT random drug
23 testing program ("Program").

24
25 WHEREAS, it is the desire of the Company and the Union to enter into a
26 Letter of Agreement providing for a second chance for employees who fail
27 a drug test under the Program.

28
29 NOW THEREFORE, the Company and the Union agree that the following
30 will apply to the Program and to employees covered by the Program who
31 fail a Program test and that the Company and the Union agree to the
32 following:

- 33
34 1. The Union agrees that the Company has the right to
35 implement and maintain the Program. However, the Program
36 will include a Last Chance Agreement ("LCA") rehabilitation
37 program for employees who test positive under the Program
38 and who agree to and successfully complete the second-
39 chance process. This will be a one-time only option for an
40 employee who tests positive under the Program to retain his

1 or her employment with the Company under the conditional
2 reinstatement pursuant to an LCA.

3
4 2. An employee who executes a LCA may not test positive for
5 drugs or alcohol for the remainder of his or her career at the
6 Company and will agree to be subject to “no-notice” testing at
7 the direction of the Company under the terms of the LCA. If
8 the employee fails to comply with the provisions of the LCA,
9 he or she will be subject to immediate discharge. The
10 employee may challenge the discipline in the grievance
11 procedure, but only as to the question of whether the charged
12 offense occurred, and not the extent of the penalty.

13
14 3. An employee who does not execute an LCA will be subject to
15 immediate discharge under the Program. In this case, the
16 Union and employee will have the right to challenge whether
17 the Company had cause for the discharge under the
18 applicable labor agreement, but will not have a right to
19 challenge whether the Company violated the applicable labor
20 agreement by implementing the Program as approved by the
21 Arbitration award.

22
23 4. This Letter of Agreement and the second-chance process
24 called for under it is precedential for the Program only. This
25 Letter of Agreement is non-precedential with respect to any
26 other Company drug-testing program. For example, the
27 Alaska Airlines post-accident, reasonable suspicion, and DOT
28 drug and alcohol-testing programs are not covered by this
29 Letter of Agreement. The Company’s right to discharge for an
30 offense under those programs is maintained by the Company,
31 and the right of the Union and the employee to grieve
32 discipline or discharge under those programs is maintained by
33 the Union.

34
35 IN WITNESS WHEREOF, the parties hereto have signed this Letter
36 of Agreement this 27th Day of September, 2019.

37
38 FOR THE COMPANY:

FOR THE IAM:

39
40 s/Shane Tackett
41 s/Wayne Newton

s/Dave Supplee
s/Jeff Tobius

1 Letter #19

2
3 GROUND SAFETY ACTION PROGRAM (GSAP)
4 FOR GROUND EMPLOYEES

5
6 LETTER OF AGREEMENT
7 BETWEEN
8 ALASKA AIRLINES, INC.
9 AND
10 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
11 AND AEROSPACE WORKERS
12 FOR
13 RAMP AND STORES EMPLOYEES
14

15 This Letter of Agreement is made and entered into in accordance with
16 the provisions of the Railway Labor Act, as amended, by and between
17 ALASKA AIRLINES, INC. (hereinafter referred to as the “Company”)
18 and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND
19 AEROSPACE WORKERS (hereinafter referred to as the “Union”).
20

21 The Company and the Union enter into this Letter of Agreement to
22 incorporate the Alaska Airlines Ground Safety Program (GSAP)
23 Memorandum of Understanding and Commitment to a Continuously
24 Improving Safety Culture, dated February 1, 2018, signed by Dave
25 Supplee, President/General Chair, IAM District 142; Tom Nunn, VP
26 Safety; and Wayne Newton, VP Airport Operations and Customer
27 Service (AOCS).
28

29 **GSAP – Commitment to a Continuously Improving Safety Culture**
30

31 The Ground Safety Awareness Program (GSAP) is designed to foster
32 transparency and accountability by openly identifying issues that
33 impact the safety of our aircraft, customers, and employees. The goal
34 of this program is to gather information that otherwise might not be
35 available. Since GSAP was started in November of 2012, over 2,000
36 reports have been filed. These reports will provide us with data that
37 allows us to see trends and implement corrective actions to
38 continuously enhance the safety of our airline.

39 As we move forward, the GSAP program will be non-punitive in a
40 majority of cases. The Company will not take disciplinary action

1 against you for involvement in an incident or accident if you file a timely
2 GSAP report, which is subsequently accepted by the Event Review
3 Committee (ERC) as long as the following are not involved: 1)
4 intentional/willful disregard for safety, 2) repeat cases of reckless
5 behavior.

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

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

32 The GSAP program and its voluntary nature have been a key element
33 in fostering the safest period in history for commercial airline
34 operations. Both management and the IAMAW remain fully committed
35 to the program's success.
36

1 ALASKA AIRLINES
2 GROUND SAFETY ACTION PROGRAM (GSAP) FOR
3 GROUND EMPLOYEES

4
5 MEMORANDUM OF UNDERSTANDING
6

- 7 1. GENERAL. Alaska Airlines (AS) is a Title 14 of the Code of Federal
8 Regulations (14 CFR), air carrier operating under Part 121 engaged
9 in Passenger and Cargo Air Transportation within North and South
10 America. AS operates approximately 218 aircraft, and employs
11 approximately 5081 ground employees. The ground employees are
12 represented by the International Association of Machinists and
13 Aerospace Workers (IAMAW), hereinafter referred to as "ground
14 employees".
- 15
- 16 2. PURPOSE. AS and the IAMAW are committed to improving safety.
17 Each party has determined that safety would be enhanced if there
18 were a systematic approach for ground employees to promptly
19 identify and correct potential safety hazards. The primary purpose of
20 the AS Ground Safety Action Program (GSAP) is to identify safety
21 events, and to implement corrective measures that reduce the
22 opportunity for safety to be compromised. In order to facilitate flight
23 safety analysis and corrective action, AS joins the IAMAW in
24 voluntarily implementing this GSAP for ground employees, which is
25 intended to improve safety through ground employee self-reporting,
26 cooperative follow-up, and appropriate corrective action. This
27 Memorandum of Understanding (MOU) describes the provisions of
28 the program.

29 ¹ Ground employees include customer service, cargo,
30 ramp, operations, stores, crew scheduling, reservations,
31 accounting and records specialist agents.
32

- 33 3. BENEFITS. The program will foster a voluntary, cooperative,
34 nonpunitive environment for the open reporting of safety concerns.
35 Through such reporting, all parties will have access to valuable
36 safety information that may not otherwise be obtainable. This
37 information will be analyzed in order to develop corrective action to

1 help solve safety issues and possibly eliminate deviations from
2 Company Policy.

3
4 4. APPLICABILITY. The AS GSAP applies to all ground employees of
5 AS and only to events that occur while acting in that capacity.
6 Reports of events involving apparent noncompliance with Company
7 Policy that is not inadvertent or that appears to involve an intentional
8 disregard for safety, criminal activity, substance abuse, controlled
9 substances, alcohol, or intentional falsification are excluded from the
10 program.

- 11
12 a. Events involving possible noncompliance with 14 CFR by
13 AS that are discovered under this program may be handled
14 under the Voluntary Disclosure Policy, provided that AS
15 voluntarily reports the possible noncompliance to the FAA
16 and that the other elements of that policy are met. (See the
17 current version of AC 00-58, Voluntary Disclosure Reporting
18 Program and FAA Order 2150.3B, Compliance and
19 Enforcement Program, Chapter 5).
20 b. Any modifications of this MOU must be accepted by all
21 parties to the agreement.

22
23 5. PROGRAM DURATION. This is a Continuing program and may be
24 terminated at any time for any reason by AS or the IAMAW. The
25 termination or modification of a program will not adversely affect
26 anyone who acted in reliance on the terms of a program in effect at
27 the time of that action; i.e., when a program is terminated, all reports
28 and investigations that were in progress will be handled under the
29 provisions of the program until they are completed. Failure of any
30 party to follow the terms of the program ordinarily will result in
31 termination of the program.

32
33 6. REPORTING PROCEDURES. When a ground employee observes
34 a safety problem or experiences a safety-related event, he or she
35 should note the problem or event and describe it in enough detail so
36 that it can be evaluated by a third party.

- 37
38 a. GSAP Report Form. At an appropriate time during the
39 workday (e.g. after the shift has ended for the day), the
40 employee should complete GSAP Report (electronic form)
41 for each safety problem or event and submit it electronically.
42 If the electronic reporting system is not available to the

1 ground employee at the time he or she needs to file a report,
2 the employee may contact the ASAP Hotline (877-897-
3 2727).

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

8 c. Non-reporting employees covered under this GSAP MOU. If
9 a GSAP report identifies another covered ground employee
10 in an event involving possible noncompliance with Company
11 Policy and that employee has not submitted a separate
12 report, and the original report otherwise qualifies for
13 inclusion under GSAP, the ERC may offer the non-reporting
14 employee the opportunity to submit his/her own GSAP
15 report.

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

26
27 7. POINTS OF CONTACT. The ERC will be comprised of one
28 representative from AS management; one representative from the
29 IAMAW; and one representative from the Safety Division; or their
30 designated alternates in their absence. In addition, AS will designate
31 one person who will serve as the ASAP/GSAP manager. The
32 ASAP/GSAP manager (or designee) will be responsible for program
33 administration, and will not serve as a voting member of the ERC.

34
35 8. ASAP/GSAP MANAGER. When the ASAP/GSAP Manager receives
36 the report, he or she will record the date and time of any event
37 described in the report and the date and time the report was
38 submitted through the electronic reporting system. The ASAP/GSAP
39 Manager will enter the report, along with all supporting data, on the
40 agenda for the next ERC meeting. Reports should be provided to all
41 ERC members prior to the scheduled ERC meeting in accordance
42 with guidance contained in Advisory Circular 120-66, as amended.

1 The ERC will determine whether a report is submitted in a timely
2 manner or whether extraordinary circumstances precluded timely
3 submission. To confirm that a report has been received, the
4 ASAP/GSAP Manager will send a written receipt through the
5 electronic reporting system to each employee who submits a report.
6 The ASAP/GSAP Manager will serve as the focal point for
7 information about, and inquiries concerning the status of, GSAP
8 reports, and for the coordination and tracking of ERC
9 recommendations.

10
11 9. EVENT REVIEW COMMITTEE (ERC). The ERC will review and
12 analyze reports submitted by the ground employees under the
13 program, identify actual or potential safety problems from the
14 information contained in the reports, and propose solutions for those
15 problems. The ERC will provide feedback to the individual who
16 submitted the report.

17
18 a. The ASAP/GSAP Manager will maintain a database that
19 continually tracks each event and the analysis of those
20 events. The ERC will conduct a 12-month review of the
21 GSAP database with emphasis on determining whether
22 corrective actions have been effective in preventing or
23 reducing the recurrence of safety-related events of a similar
24 nature. That review will include recommendations for
25 corrective action for recurring events indicative of adverse
26 safety trends.

27
28 10. ERC PROCESS.

29 a. The ERC will meet as necessary to review and analyze
30 reports that will be listed on an agenda submitted by the
31 ASAP/GSAP Manager. The ERC will determine the time
32 and place of the meeting. The ERC will meet at least once
33 a month, or the frequency of meetings will be determined by
34 the number of reports that have accumulated or the need to
35 acquire time-critical information.

36 b. The ERC will make its decisions involving GSAP issues
37 based on consensus. Under the AS GSAP, consensus of
38 the ERC means the voluntary agreement of all
39 representatives of the ERC. It does not require that all
40 members believe that a particular decision or
41 recommendation is the most desirable solution, but that the
42 result falls within each member's range of acceptable

1 solutions for that event in the best interest of safety. In order
2 for this concept to work effectively, each ERC representative
3 shall be empowered to make decisions within the context of
4 the ERC discussions on a given report. The ERC
5 representatives will strive to reach consensus on whether a
6 reported event is covered under the program, how that
7 event should be addressed, and the corrective action or any
8 enforcement action that should be taken as a result of the
9 report. For example, the ERC should strive to reach a
10 consensus on the recommended corrective action to
11 address a safety problem such as an operating deficiency
12 or airworthiness discrepancy reported under GSAP. The
13 corrective action process would include working the safety
14 issue(s) with the appropriate departments at the airline that
15 have the expertise and responsibility for the safety area of
16 concern. In the event there is not a consensus of the ERC,
17 the AS Director, Airports Operations and Customer Service
18 Safety will decide how the report should be handled.

- 19 c. It is anticipated that three types of reports will be submitted
20 to the ERC: safety-related reports that appear to involve a
21 possible noncompliance with Company Policy, reports that
22 are of a general safety concern, but do not appear to involve
23 possible noncompliance with Company Policy, and any
24 other reports: e.g., involving catering and passenger
25 ticketing issues. All safety-related reports shall be fully
26 evaluated and, to the extent appropriate, investigated.
- 27 d. The ERC will forward de-identified non-safety reports to the
28 appropriate AS department head for his/her information and,
29 if possible, internal (AS) resolution. For reports related to
30 safety, including reports involving possible noncompliance
31 with Company policy, the ERC will analyze the report,
32 conduct interviews of reporting ground employees, and
33 gather additional information concerning the matter
34 described in the report, as necessary.
- 35 e. The ERC should also make recommendations to AS for
36 corrective actions for systemic issues. For example, such
37 corrective action might include changes to AS operations
38 procedures, aircraft maintenance procedures, or
39 modifications to the training curriculum for ground
40 employees. Any recommended changes that affect AS will
41 be forwarded through the ASAP/GSAP Manager to the
42 appropriate department head for consideration and

1 comment, and, if appropriate, implementation. The
2 ASAP/GSAP Manager will track the implementation of the
3 recommended corrective action and report on associated
4 progress as part of the regular ERC meetings. Any
5 recommended corrective action that is not implemented
6 should be recorded along with the reason it was not
7 implemented.

8 f. RESERVED

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

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

21
22 11. COMPANY ENFORCEMENT.

23 a. Criteria for Acceptance. See paragraph 4.

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

29 c. Reports Involving Qualification Issues. AS GSAP reports
30 covered under the program that demonstrate a lack, or raise
31 a question of a lack, of qualification of a ground employee
32 will be addressed with corrective action, if such action is
33 appropriate and recommended by the ERC. If an employee
34 fails to complete the corrective action in a manner
35 satisfactory to all members of the ERC, the GSAP event will
36 be referred to an appropriate department within the
37 Company for any additional investigation and reexamination
38 and/or enforcement action, as appropriate. An ERC
39 recommended corrective action cannot be used to initiate or
40 support Company discipline.

41 d. Excluded from GSAP. Reported events involving possible
42 noncompliance with Company Policy that are excluded from

1 GSAP (see paragraph 4) will be referred by the ERC to an
2 appropriate department within the Company for any
3 additional investigation and re-examination and/or
4 enforcement action, as appropriate.

- 5 e. Corrective Action. Employees initially covered under a
6 GSAP event will be excluded from the program if they fail to
7 complete the recommended corrective action(s) in a manner
8 satisfactory to all members of the ERC. Failure of an
9 employee to complete the ERC recommended corrective
10 action(s) in a manner satisfactory to all members of the ERC
11 may result in the reopening of the case and referral of the
12 matter for appropriate action.
- 13 f. Repeated Instances of Noncompliance with Company policy
14 involving the same or similar possible noncompliance with
15 the policies that were previously addressed with informal
16 action under GSAP will be accepted into the program,
17 provided they otherwise satisfy the acceptance criteria in
18 paragraph 4 above. The ERC will consider on a case-by-
19 case basis the corrective action that is appropriate for such
20 reports.
- 21 g. Closed Cases. A closed GSAP case involving a violation
22 which no action has been taken, may be reopened and
23 appropriate enforcement action taken if evidence later is
24 discovered that establishes that the violation should have
25 been excluded from the program.

26
27 12. EMPLOYEE FEEDBACK. The GSAP program will publish a
28 synopsis of the reports received, as well as pertinent data and trend
29 information derived from the ground employee reports, in the GSAP
30 Monthly Review publication. Specific event summaries contained in
31 the synopsis will not include employee names or identify stations.
32 Any employee who submitted a report may also contact the
33 ASAP/GSAP Manager to inquire about the status of his/her report.
34 In addition, each employee who submits a report accepted under
35 GSAP will receive individual feedback on the final disposition of the
36 report.

37
38 13. INFORMATION AND TRAINING. The details of the GSAP Program
39 will be made available to all ground employees and their supervisors
40 by publication in the AS Customer Service Manual. AS ground
41 employees, supervisors and managers will receive instruction
42 concerning the program during regularly scheduled recurrent

1 training. All new-hire ground employees will receive training on the
2 program during initial training.

3
4 14. REVISION CONTROL. Revisions to this MOU shall be documented
5 using standard revision control methodology.

6
7 15. RECORDKEEPING. All documents and records regarding this
8 program will be kept by the AS ASAP/GSAP Manager and made
9 available to the other parties of this agreement at their request. All
10 records and documents relating to this program will be appropriately
11 kept in a manner that ensures compliance with Company policy and
12 all applicable law. IAMAW and the Company will maintain whatever
13 records they deem necessary to meet their needs.

14
15 16. SIGNATORIES. All parties to this GSAP are entering into this
16 agreement voluntarily.

17 IN WITNESS WHEREOF, the parties hereto have signed this Letter of
18 Agreement this 27th Day of September, 2019.

19
20 FOR THE COMPANY:

FOR THE IAM:

21 s/Shane Tackett
22 s/Wayne Newton
23

s/Dave Supplee
s/Jeff Tobius

1 Letter #20

2
3 COPS/RSSA BRIDGE AGREEMENT

4
5 LETTER OF AGREEMENT
6 BETWEEN
7 ALASKA AIRLINES, INC.
8 AND
9 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11 FOR
12 CLERICAL, OFFICE AND PASSENGER SERVICE EMPLOYEES
13 AND
14 RAMPS AND STORES EMPLOYEES

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

21
22 WHEREAS, the Union is the collective bargaining representative of
23 the Company's Clerical, Office and Passenger Service ("COPS")
24 employees, and of the Company's Ramp and Stores ("RSSA")
25 employees; and

26
27 WHEREAS, the Union has proposed, and the Company has agreed,
28 that the parties enter into a Letter of Agreement to address the
29 circumstance when a COPS employee is hired into an RSSA position
30 (or vice versa);

31
32 THEREFORE, the Company and the Union enter into this Letter of
33 Agreement to establish the terms that apply when a Company COPS
34 employee is hired into an RSSA position (or vice versa), as set forth
35 below.

36
37 If a COPS employee is hired into an RSSA position (or vice versa), the
38 following provisions apply:

- 39
40 1. A COPS employee hired into an RSSA position will retain the
41 seniority that the employee had accrued under the COPS
42 Agreement, and shall continue to accrue seniority in the previous

1 position as if employed under the COPS Agreement for as long
2 as the employee holds a position covered under the RSSA
3 Agreement. Likewise, an RSSA employee hired into a COPS
4 position will retain the seniority that the employee had accrued
5 under the RSSA Agreement, and shall continue to accrue
6 seniority in the previous position as if employed under the RSSA
7 Agreement for as long as the employee holds a position covered
8 under the COPS Agreement.

- 9 2. The employee seeking to move from a COPS position to an
10 RSSA position (or vice versa) will be subject to the normal hiring
11 standards and process as set forth by the Company. If hired into
12 a new position, the employee shall be subject to initial probation
13 as set forth in COPS and RSSA Articles 9.
- 14 3. In addition to seniority, the employee would retain steps for pay,
15 their annual step increase date, and their existing vacation
16 accrual years of service. The employee's accrual of vacation and
17 sick leave will be governed by the collective bargaining
18 agreement under which the employee is working. The
19 employee's current vacation (earned and accrued) and sick
20 balances will transfer with the employee to the new position.
- 21 4. Retirement plan participation and eligibility in the Company
22 pension plan and/or 401(k) plan are governed by the
23 requirements and provisions set forth in the respective plan
24 documents. A COPS employee who is considering being hired
25 into an RSSA position (or vice versa) should contact the
26 Retirement Benefits to understand the consequences of such
27 move on his or her Company retirement benefits.
- 28 5. If an RSSA employee is hired into the COPS agreement, the
29 employee will not be subject to the language in RSSA Article
30 9.L.1.
- 31 6. If a COPS employee is hired into the RSSA agreement, the
32 employee will not be subject to the language in COPS Article
33 9.F.7.
- 34 7. In order for the employee to return to the other Agreement, a
35 vacancy must exist and the employee would be subject to the
36 normal bidding process under the collective bargaining
37 agreement under which they will be working after the employee's
38 return.
- 39 8. If furloughed, the employee can exercise his/her furlough rights
40 into any classification where the employee holds seniority in the
41 agreement under which the employee is working at the time of
42 the furlough. In the event the employee cannot exercise seniority
43 under that agreement, the employee can then exercise furlough

1 rights into any classification where they hold seniority under the
2 other agreement.

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

9
10 IN WITNESS WHEREOF, the parties hereto have signed this Letter
11 of Agreement this 27th Day of September, 2019.

12
13 FOR THE COMPANY:

FOR THE IAM:

14
15 s/Shane Tackett
16 s/Wayne Newton

s/Dave Supplee
s/Jeff Tobius

1 Letter #21

2
3 SLIDING SCALE DIFFERENTIAL

4
5 The purpose of this letter is to formalize the discussion regarding a
6 pay rate change for employees covered by the RSSA agreement in
7 LAX, FAI, JNU, KTN, and SIT. The Company has had trouble
8 recruiting qualified candidates for the Ramp Service Positions in these
9 locations. The proposed Ramp Service rate change is for a location
10 position differential that would begin at \$2.00 per hour and decrease
11 by 20 cents at each step, beginning with step 2, and ending at step
12 10.

13
14 IN WITNESS WHEREOF, the parties hereto have signed this Letter of
15 Agreement this 27th Day of September, 2019.

16
17 FOR THE COMPANY:

FOR THE IAM:

18
19 s/Shane Tackett
20 s/Wayne Newton

s/Dave Supplee
s/Jeff Tobius

1 Letter #22

2
3 WAGE REVIEW

4
5 LETTER OF AGREEMENT

6 between

7 ALASKA AIRLINES, INC.

8 and the

9 INTERNATIONAL ASSOCIATION OF MACHINISTS

10 AND AEROSPACE WORKERS

11 August 10, 2023 Wage Review

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

19
20 To ensure Alaska employees are competitively compensated
21 relative to their industry peers, the company and the IAM agree that
22 on (the fourth anniversary of the agreement), there will be an annual
23 increase of 1.5% to all wage steps or adjusted per the below,
24 whichever is greater.

25
26 At least 30 days prior to the fourth anniversary of the
27 agreement, the Company and the Union will meet for the purpose of
28 reviewing base RSA wage rates at the major U.S. based passenger
29 air carriers (American, Delta, United, Southwest, JetBlue, Spirit and
30 Frontier) and establishing the appropriate adjustment for base scales
31 in Schedule A.

32
33 The formula to determine the appropriate adjustment will be
34 as follows:

- 35 1. Calculate the Comparison Wage
36 a. Identify the four highest Customer Service Agent or
37 equivalent classification TOS pay rates of the major
38 carriers.
39 b. Add the four wage rates from #1 together and divide
40 by four to arrive at an Average Wage.

- 1 c. Multiply the Average Wage by 0.90 to arrive at the
2 Comparison Wage.
- 3
- 4 2. Calculate the Normal Downline Wage
- 5 a. Multiply the current Alaska TOS RSA base wage rate
6 by 1.015.
- 7
- 8 3. Compare Comparison Wage to Normal Downline Wage
- 9 a. The new TOS RSA wage will be the higher of the
10 Comparison Wage or the Normal Downline Wage.
- 11
- 12 4. Create Scale Adjustment Percentage
- 13 a. If the higher rate is the Normal Downline Wage rate,
14 all scales in Schedule A will be adjusted by 1.5%
15 (1.015) from their current rates.
- 16 b. If the higher rate is the Comparison Rate, divide the
17 Comparison Rate by the current TOS wage rate and
18 subtract 1 and all scales in Schedule A will be
19 adjusted by this resulting percentage.
- 20

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

23

24 This letter will automatically expire following the August 10, 2023
25 review.

26

27

28

29 Example:

30

31 TOS RSA wage rate

32 Alaska Airline wage rate	\$18.00
33	
34 <u>OAL TOS RSA Wage Rate</u>	
35 American Airlines	\$21.00
36 United Airlines	\$23.00
37 Delta Airlines	\$20.00
38 Southwest Airlines	\$22.00
39	
40 Total	\$86.00

41

RAMP & STORES INDEX

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