AGREEMENT

between

ALASKA AIRLINES, INC.

and the

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians and Related Crafts Employees

October 17, 2016 ending October 17, 2021
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>PURPOSE OF AGREEMENT</td>
</tr>
<tr>
<td>2</td>
<td>SCOPE OF AGREEMENT</td>
</tr>
<tr>
<td>3</td>
<td>STATUS OF AGREEMENT</td>
</tr>
<tr>
<td>4</td>
<td>CLASSIFICATION OF WORK</td>
</tr>
<tr>
<td>5</td>
<td>HOURS OF SERVICE</td>
</tr>
<tr>
<td>6</td>
<td>OVERTIME</td>
</tr>
<tr>
<td>7</td>
<td>HOLIDAYS</td>
</tr>
<tr>
<td>8</td>
<td>FIELD SERVICE &amp; SPECIAL PROJECTS</td>
</tr>
<tr>
<td>9</td>
<td>SENIORITY</td>
</tr>
<tr>
<td>10</td>
<td>VACANCIES</td>
</tr>
<tr>
<td>11</td>
<td>LEAVE OF ABSENCE</td>
</tr>
<tr>
<td>12</td>
<td>TRAINING</td>
</tr>
<tr>
<td>13</td>
<td>VACATIONS</td>
</tr>
<tr>
<td>14</td>
<td>SICK LEAVE</td>
</tr>
<tr>
<td>15</td>
<td>TRANSPORTATION</td>
</tr>
<tr>
<td>16</td>
<td>GRIEVANCE PROCEDURE</td>
</tr>
<tr>
<td>17</td>
<td>SYSTEM BOARD OF ADJUSTMENT</td>
</tr>
<tr>
<td>18</td>
<td>SAFETY AND HEALTH</td>
</tr>
<tr>
<td>19</td>
<td>SEVERANCE ALLOWANCE</td>
</tr>
<tr>
<td>Page</td>
<td>Section</td>
</tr>
<tr>
<td>------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>20</td>
<td>RETIREMENT PLAN</td>
</tr>
<tr>
<td>21</td>
<td>GENERAL AND MISCELLANEOUS</td>
</tr>
<tr>
<td>22</td>
<td>INSURANCE</td>
</tr>
<tr>
<td>23</td>
<td>WAGE RULES</td>
</tr>
<tr>
<td>24</td>
<td>SAVINGS CLAUSE</td>
</tr>
<tr>
<td>25</td>
<td>EFFECTIVE DATE AND DURATION</td>
</tr>
<tr>
<td>26</td>
<td>SCHEDULE A</td>
</tr>
<tr>
<td>27</td>
<td>LETTERS OF AGREEMENT</td>
</tr>
<tr>
<td>28</td>
<td>SHIFT DIFFERENTIAL</td>
</tr>
<tr>
<td>29</td>
<td>LONGEVITY ALLOWANCE</td>
</tr>
<tr>
<td>30</td>
<td>OPEN</td>
</tr>
<tr>
<td>31</td>
<td>UNION SHOP</td>
</tr>
<tr>
<td></td>
<td>LETTERS OF AGREEMENT</td>
</tr>
<tr>
<td></td>
<td>APPENDIX</td>
</tr>
<tr>
<td></td>
<td>INDEX</td>
</tr>
</tbody>
</table>
2016 AMENDMENT
TO THE WORKING
AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Hereinafter, ALASKA AIRLINES, INC., will be referred to as the "Company," and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION will be referred to as the "Union" or "Association."
PREAMBLE

Alaska has earned a decades-long reputation for providing distinctive, quality service. In order to continue to outpace the competition in this rapidly changing industry we must strive every day to provide a safe and reliable operation as well as a great experience for our passengers. We recognize that AMFA employees are core to our operation, and having them willingly engaged is critical to our future success.

AMFA and Alaska Airlines management recognize that an effective partnership based on mutual respect, trust and candor, will improve the long term profitability and competitiveness of Alaska Airlines and is beneficial to the AMFA employee group. In order to take full advantage of all opportunities, labor and management must embrace collaboration as the means to build an innovative and effective team; a team fully focused on the future.

Alaska and AMFA jointly strive to elevate the moral, intellectual, and social conditions of its Aircraft Technicians and Airline Support Personnel by maintaining a “Safety First” culture. We recognize that AMFA members are highly skilled and responsible individuals with a public trust, who continually strive for higher standards in aircraft maintenance, servicing, and handling in the interest of safety.

Alaska’s AMFA employee’s should be well compensated and enjoy a high standard of living and job security. In order to make our career a continued success in this intensely competitive industry, we must be committed to constantly making our business stronger and more successful.

Our mission is to be universally recognized as a great Company with a high performance culture. Alaska management and AMFA encourage a small company feel where employees demonstrate genuine care and concern for one another which will foster open, honest conversations between employees at all levels. Leadership, employee relations, work rules and incentives should reflect this objective, and it will take the dedicated and unified efforts of leaders for both the Company and AMFA to make this goal a reality.
Neither party, through these principles, relinquishes any rights protected by the law or the Agreement.
ARTICLE 1, PURPOSE OF AGREEMENT

A. The purpose of this Agreement is, in the mutual interest of the Company and of the employees, to provide for the operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of the employment under conditions of reasonable hours, proper compensation, and reasonable working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees, to cooperate fully both individually and collectively, for the advancement of that purpose. The Company recognizes the employees covered by this Agreement to be highly skilled individuals who are dedicated to the progress of commercial aviation and to the safety of flight by the practice of quality aircraft maintenance.

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

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

D. Alaska Airlines and the Aircraft Mechanics Fraternal Association hereby agree that neither the Company nor the Union will discriminate against any employee because of race, color, religion, national origin, disability, or veteran status, sex or age.
ARTICLE 2, SCOPE OF AGREEMENT

A. In accordance with the National Mediation Board certification in Case No. R-6572, March 30, 1998, the Company recognizes the Aircraft Mechanics Fraternal Association as the sole and exclusive bargaining agent for all employees of Alaska Airlines, Incorporated, composing the class and craft as covered under this Agreement.

B. The Company's General Policy, Operating, Maintenance Manuals and the Company's System Regulation, Customer Service, and General Maintenance Manuals shall be made available to all employees. Employees shall be responsible for knowledge of their location and contents. The Company shall advise all employees of changes in rules and/or regulations that could result in disciplinary action. Employees covered by this Agreement shall be governed by such Manuals and by all applicable rules, regulations and orders issued by properly designated authorities of the Company, which are not in conflict with the terms of this Agreement. The Company shall have the right to modify these manuals, policies, System Regulations during the term of the Agreement. The Company will insure that these rules, regulations and orders, together with such amendments or changes as may be made from time to time, are made available to all employees.

C. The Company agrees that all work normally performed by the employees covered by this Agreement in its Maintenance Shops, Airport Stations, or other facilities is recognized as coming within the jurisdiction of the Aircraft Mechanics Fraternal Association and is covered by this Agreement. The parties agree that the Company may (1) continue to contract out work heretofore customarily farmed out; (2) return equipment, parts, or assemblies to the manufacturers or to a manufacturer-approved repair station for repair or replacement; (3) purchase necessary parts, equipment or facilities including but not limited to the installation of fixed equipment and new facilities construction; (4) contract out any work when the Company's facilities, equipment or personnel are not sufficient or available or where employees covered by this Agreement do not have the experience and ability to satisfactorily perform the work required or warranty agreements exist; (5) contract out work for which the Company’s cost exceeds the
vendor charges, less material; (6) reserve the right to contract out other
work with the approval of the Union.

D. The Company and at least one (1) member of the Airline
Contract Committee(s) from each local, at their option, will meet on a
bimonthly basis unless mutually deferred. The subject of the meeting
will be a discussion of items, which have been subcontracted or are
forecast for future subcontracting.
ARTICLE 3, STATUS OF AGREEMENT

A. This collective bargaining agreement, effective October 17, 2016, and all letters of agreement and memoranda of understanding between the Company and the Association, or as adopted after the effective date of this collective bargaining agreement, collectively constitute the "Agreement". In the event the Company opens a new base such base shall be considered the same as a new department of the Company and shall come under the Agreement.

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

C. It is the intent of the parties of this Agreement that the procedures herein shall serve as a means of peaceful settlement for all disputes that may arise between them. During the life of this Agreement the Company will not lock out any employee; the Union will not cause or permit its members to cause nor will any member of the Union take part in any sit-down, stay-in, or slow-down in any plant, hangar or facility of the Company, or in any curtailment or restriction of operation, overhaul, repair or servicing of airplane, or any work of the Company. The Union will not cause or permit its members to cause, nor will any member of the Union take part in any strike or stoppage of any of the Company's operations, or picket any of the Company plants or premises until the bargaining procedures outlined in this Agreement and provided for in the Railway Labor Act have been exhausted; and in no case where a grievance or dispute comes under the jurisdiction of the System Board of Adjustment as provided for herein. The Company reserves the right to discipline any employee taking part in any violation of this provision of the Agreement.
D. No employee covered by this Agreement shall in any way cause malicious damage to either the property or the reputation of the Company. Any such action shall be cause for immediate discharge. The Union agrees that it will cooperate in preventing such actions.

E. This Agreement shall be binding upon any successor (including the Company where it is the acquiring entity), assign, assignee, transferee, administrator, executor and/or trustee (a "Successor") of the Company resulting from any transaction that involves transfer (in a single transaction or a multi-step transaction) to any individual, group or entity of control of the Company or of ownership of a majority or greater of the assets of the Company. A Successorship Transaction is defined as a single step or multi-step transaction that gives rise to a Successor. The Company agrees that it shall not consummate any Successorship Transaction that involves a transfer as defined herein until the Successor agrees in writing to be bound by the terms of this Agreement and to continue to operate the Company in accordance with this Agreement.

1. For purposes of this paragraph E, control of a corporation means ownership of or power to exercise fifty (50) percent or more of the common stock of the corporation or of securities with fifty (50) percent or more of the voting power of all securities entitled to vote generally in the election of the corporation’s board of directors or equivalent governing body, or the power to appoint or elect or prevent the appointment or election of a majority of the corporation’s board of directors or equivalent governing body. Control of an entity other than a corporation means ownership or beneficial interest in fifty (50) percent or more of the value of the aggregate interests in such entity.

2. The Association will be provided with reasonable advance notice of any transaction described in Paragraph E above followed by disclosure of the details of any material agreements related to such transactions in a timely manner, provided that no financial or other confidential business information needs to be disclosed unless suitable arrangements for confidentiality are established.
F. The following provisions apply in the case of a Successorship Transaction, as described in paragraph E. above, in which the Successor is an air carrier or any corporate affiliate, alliance or acquisition of an air carrier. The technicians and related groups shall be merged in accordance with the following:

1. The integration of the seniority lists of the technicians and related shall be governed by Sections 2.a., 3 and 13 of the Allegheny-Mohawk LPP’s. The Successor shall accept the integrated seniority list, including any conditions and restrictions established through the LPP proceedings, as applicable; and

2. The respective technicians and related collective bargaining agreement shall be merged into one (1) agreement as the result of negotiations with the technician and related groups and the Successor.

   a. The parties shall negotiate until such time as they have either reached agreement on a single collective bargaining agreement, or alternatively, are determined to have reached an impasse by a mediator employed by the National Mediation Board. Should an impasse be declared, the parties will submit all open issues to a panel of three (3) neutral arbitrators selected from a list of seven (7) arbitrators with airline industry experience who are National Academy members provided by the National Mediation Board. The interest arbitration hearing shall be completed within three (3) months of the date of submission to the panel of arbitrators and the panel’s decision shall be issued no later than thirty (30) days after the close of the hearing.

   b. There shall be no system wide realignment of technician and related group positions, or system rebid, resulting from the integration of the seniority lists or the implementation of a single collective bargaining agreement contemplated by this paragraph F that results in employees on the Alaska Airlines Seniority List being involuntarily displaced/"bumped" from their station by a pre-transaction employee of the Successor. This paragraph F.2.b shall not restrict the Successor from the furloughing of employees from the integrated seniority list due closure of a station or reduction in operations at a station.
c. The aircraft (including all orders and options to purchase aircraft) and the maintenance operations of each pre-transaction air carrier shall remain separate until such time as the seniority lists for the technician and related groups are integrated and the collective bargaining agreements are combined in accordance with paragraphs F.1 and F.2 this Section 1.

G. In the event of a transaction in which the Successor is not an air carrier or any corporate affiliate of an air carrier, the Successor shall, in addition to assuming all obligations under the Agreement, provide the technicians and related with Labor Protection Provisions as specified in this paragraph F.

H. Any and all disputes concerning alleged violations of this Paragraph F. not resolved by conference shall be resolved by final and binding arbitration. The Company and the Association agree to arbitrate any grievance filed by the Association or the Company alleging violation of Paragraph F. on an expedited basis directly before a neutral arbitrator. The dispute shall be heard no later than thirty (30) days following the filing of the dispute with the System Board and decided no later than sixty (60) days after such filing unless the parties agree otherwise in writing. The parties agree to abide by any arbitration award that is issued.
ARTICLE 4, CLASSIFICATION OF WORK

A. Lead Inspector

The work of a Lead Inspector will consist of supervising, leading and directing the work of other Inspectors and performing such inspection work as may be required, including handling Company paperwork and FAA liaison. A Lead Inspector must have a valid A & P license and have had at least six (6) years of aircraft experience. Whenever more than three (3) A&P Inspectors are on duty and on the same shift within a bid location, one shall be lead.

B. Inspector

The work of an Inspector will consist of the overall inspection of Company aircraft (including powerplant) in connection with minor or major repairs and/or overhaul at any point of the Company's system. The work of an Inspector may also include the inspection of materials, parts and sub-assemblies as necessary. Inspectors must be capable of performing the inspection work assigned to the satisfaction of the Company and must hold such licenses as are required by the Company to fulfill their duties as Inspectors. Persons employed as inspectors shall have had at least six (6) years experience on aircraft, and shall have had inspeclional experience. When it is necessary to temporarily upgrade to the classification of inspector, the senior qualified technician shall be upgraded. A lead technician shall not be eligible for such appointments unless no qualified technicians are present, except that if there are two (2) or more leads on duty with fifteen (15) or less technicians, the leads may be assigned to perform the inspections functions.

C. The Lead will be a working member of the group. The work of the Lead shall consist of all of the duties and responsibilities of the working members of that group. In addition, the Lead is tasked with leading, directing and approving the work of the other members of the group including, but not limited to, assigning tasks to individual members of the group, interfacing between the supervisors and/or managers and the group members, coordinating with production control and the maintenance coordinator(s), providing technical support and advice to the group members, coordinating with management on staffing and overtime, checking and updating progress on tasks and ready times, researching technical issues for the group and expediting parts
availability. If requested, Leads will conduct periodic reviews of employees during probation periods. In addition to the description in this paragraph, the Lead position for each of the classifications will be further defined below. Subject to the minimums set out in this Article, the Company shall determine when the assignment of a Lead in a work area is necessary.

D. Lead Aircraft Technician

A Lead Aircraft Technician shall be a licensed A & P Technician who, as a working member of the group is charged with the responsibility of leading, directing and approving the work of other employees not exceeding a group totaling more than fifteen (15) other employees. At all locations where more than five (5) technicians are on duty and on the same shift within a bid location or shop, one shall be lead.

E. Lead Avionics Technician

A Lead Avionics Technician shall hold a valid General Radio-Telephone Operators License, hold a valid Airframe license and, as a working member of the group, shall be charged with the responsibility of leading, directing, and approving the work of avionics technicians not exceeding a group totaling more than fifteen (15) other avionics technicians. Where more than five (5) avionics technicians are on duty and on the same shift, one (1) shall be lead. The Airframe license requirement would not apply to current Avionics Lead Technicians as of October 17, 2005.

F. Lead Automotive Technician

A Lead Automotive Technician shall be a journeyman in the automotive trade and, as a working member of the group, shall be charged with the responsibility of leading, directing, and approving the work of automotive technicians not exceeding a group totaling more than fifteen (15) other automotive technicians. Where more than five (5) automotive technicians are on duty and on the same shift, one (1) shall be lead.

G. Lead Facilities Technician

A Lead Facilities Technician shall be a journeyman in one of the building trades, who, as a working member of the group, is charged with
the responsibility of leading, directing and approving the work of facilities technicians not exceeding a group totaling more than fifteen (15) facilities technicians. At all locations where more than five (5) facilities technicians are on duty and on the same shift, one (1) shall be lead.

H. Lead Aircraft Machinist
A Lead Aircraft Machinist shall be a journeyman machinist who, as a working member of the group, is charged with the responsibility of leading, directing and approving the work of aircraft machinists not exceeding a group totaling more than fifteen (15) other aircraft machinists. At all locations where more than five (5) aircraft machinists are on duty and on the same shift within a bid location or shop, one (1) shall be lead.

I. On the Job Trainer
The work of an On the Job Trainer (OJT) shall consist of training employees under this Labor Agreement in topics that are generally recognized as informal training. Such position will be selected from volunteers based upon a combination of classification seniority and qualifications such as: communication and organizational skills, technical skills and training ability. When an OJT is working in his basic classification he will be counted in that basic classification towards the Lead minimums as stated in Article 4. The trainer, when directed by a supervisor, will be removed from the work group (Article 4, paragraph P.2.) and the Lead's responsibility. He will be under the direction of the Supervisor to perform the required training. Assignment of OJT duties shall be at the discretion of management. If an assignment will cause extraordinary hardship, management shall consider any employee request not to be assigned on a case by case basis and will exercise managerial discretion in making the assignment. This required training shall include limited classroom; video; CBT; operational requirement initial and recurrent training, (i.e. engine run, taxi, LWMP, cold weather procedures, fueling procedures); and specialized technical procedures training. The above is not a classification, simply a description of the basic functions of the various OJT classifications (i.e., Inspection OJT, Avionics OJT, Aircraft OJT, Facilities OJT, Automotive OJT, and Fleet Service OJT.)
With a seven (7) day notice, or by mutual consent to shorten the notice, the OJT may be required to train off-shift if there is no qualified OJT on that shift.

When a qualified trainer is not available at a station, selection to cover the required training at that station shall be made per Article 8, Field Service.

At management’s discretion, to satisfy the training requirements of a bid location, an OJT position may be utilized on a full time basis.

In all other instances, the Trainer will work in his basic classification as a working member of the group and shall continue to receive the Trainer premium.

J. Technician

The work of Technicians shall consist of any and all work generally performed by the Company in and about shops, maintenance bases, Company buildings or equipment. In addition, when performed by the Company and not contracted to an outside contractor, the work of a Technician shall include the dismantling, repairing, assembling and erecting of machinery and mechanical devices and automotive and building maintenance and repair work. Technicians must be capable of performing their work satisfactorily and hold valid licenses as required by Federal Law for specific jobs. Technicians may be required to inspect and test parts in the shop to which they are assigned and the work they perform. The above is not a classification, simply a description of the basic functions of the various technician classifications (i.e., Avionics, Aircraft, Facilities and Automotive).

1. Aircraft Technician

Aircraft Technicians’ work shall consist of all phases of repair and maintenance of aircraft and the dismantling, repairing, assembly, and erection of machinery and mechanical devices and may also include minor building maintenance, automotive repair, the repair and maintenance, exchange and replacement of electronics or electrical components. Technicians entering the classification of Aircraft Technician shall possess:
2. Avionics Technician
The work of Avionics Technician shall consist of the repair and maintenance of aircraft electrical and electronic equipment, maintenance of the work area. Technicians entering the classification shall possess;

   a. A valid General Radio-Telephone Operators License
   b. Airframe license
   c. Graduation certificate from an accredited civilian or military avionics electronics program with a minimum of 60 semester hours or two years of transport category aircraft maintenance experience.

   The Airframe license requirement may be waived by the Company. The Airframe license requirement would not apply to current Avionics Technicians as of October 17, 2005.

3. Facilities Technician
The work of a Facilities Technician shall consist of the alteration, maintenance, modification and repair of Company facilities. A Facilities Technician shall have at least 30 months experience working in an applicable building trade, a working knowledge and capability to perform a wide range of construction and repair work, and the ability to secure all necessary licenses within a six (6) month period.

4. Automotive Technician
The work of an Automotive Technician shall consist of all work generally recognized as that of an automotive technician including the maintenance, service, repair, assembly, erection and overhaul of automotive and other ground handling equipment including passenger loading bridges.
5. Aircraft Machinist

The work of an Aircraft Machinist shall consist of all phases of machining, including reading of blueprints, layout and setup; may also consist of all phases of repair and maintenance of aircraft; and the dismantling, repairing, assembly, and erection of machinery and mechanical devices. A minimum of two (2) years experience on machining of aircraft parts and tooling is required as a qualification. Machinists shall also hold a valid airframe and powerplant license. However, this requirement may be waived by the Company.

K. Lead Fleet Service

A Lead Fleet Service employee shall, as a working member of the group, be responsible for leading, directing, and approving the work of other Fleet Service employees not exceeding a group totaling more than fifteen (15) other Fleet Service employees. Where more than five (5) Fleet Service employees are on duty on the same shift, one (1) shall be lead. In addition, a Lead may perform coordinating functions which will include coordinating the daily workload on the shift with those employees scheduled on duty for that shift. He will coordinate with a manager or supervisor on coverage and overtime assignments. Assignment of overtime will be at the specific direction and be the sole responsibility of the supervisor or manager. These Leads will not perform management functions such as applying discipline or signing of timecards.

L. Fleet Service

The work of Fleet Service shall include the cleaning and polishing of the interior of the aircraft, including the cabin, buffets, lavatories, and cockpit area. Cleaning and arranging, in the aircraft, passenger service equipment. In addition they may be assigned other general cleaning and preparation of passenger service items, including changing of seat covers and rug sections, servicing the aircraft lavatory and water systems. It is understood by the parties that for purposes of the NMB certification of this class and craft the word Fleet Service is synonymous with the word Cleaners.

M. Technician Helper
The work of a Technician Helper shall include the washing, paint stripping, cleaning or polishing of the interior and/or exterior of an aircraft, aircraft parts, engine or engine parts, ramp, shop and hangar equipment and the performing of miscellaneous unskilled duties in and about shops, hangars, and buildings, and operating and servicing the equipment used in the performance of their work.

N. Lead Janitor

As a working member of the group, shall be charged with the responsibility of leading, directing, and approving the work of other Janitors not exceeding a group totaling more than fifteen (15) other Janitors. Where more than five (5) Janitors are on duty and on the same shift, one (1) shall be lead.

O. Janitor

The Company may, at its option, either utilize janitors or subcontract the function. At locations where the Company elects to hire Janitors such classifications will come under this Agreement. The Janitor work will consist of cleaning the inside and outside of buildings and hangars, hangar equipment, sweeping floors and other work generally performed by janitors.

P. 1. Supervisors and higher ranking officials of the Company shall not be permitted to perform work on an hourly rated job covered by this Agreement except in emergencies, instructing or training of employees in accordance with Article 12. Directing work of employees is not considered to be work on an hourly rated job covered by this agreement. It is agreed that the servicing of late flights where qualified personnel are not available and the performance of necessary work caused by unusual circumstances in order to maintain flight schedules, or the protection of Company property against the elements may be considered an emergency. Each emergency will be reported in writing to the local union shop representative or local airline/area representative when there is no shop representative, upon receipt by the Company of a request in writing. The Company will respond in writing within twenty-four (24) hours of the written request, excluding Saturdays and Sundays.

2. To avoid confusing or contradictory instructions, assignments or directives to employees, whenever a Lead is on duty, management
personnel shall make every reasonable effort to work through the Lead and to keep him informed so that he will have full knowledge of the utilization of the crew.

Q. All employees awarded a lead or lead inspector position who are being evaluated in accordance with the requirements described in Article 10, shall pass an applicable Lead test upon completion of the required Lead training course. The current Lead tests, as mutually agreed upon by the Union and the Company, shall be applicable to all Company locations. A minimum passing grade is 70%. Prior to implementation, any changes in the current test shall be agreed to by Aircraft Mechanics Fraternal Association.

R. When a Lead bid is awarded by Central Bidding, a copy of the bid award will be sent to Maintenance training.

S. Employees under this agreement may be cross-utilized in other classifications for which they are qualified provided they are paid their normal wage or the wage of the classification in which they are working, whichever is greater. (see Article 23.G.)

T. It is understood by the parties that the word technician is synonymous with the word mechanic as used in all Company, governmental and manufacturer manuals, policies, documents and other materials.

U. In addition to the duties and responsibilities contained in Article 4, paragraphs A. through O., employees will also be responsible in each classification as a portion of their regular duties for accomplishing all aspects of hazardous material responsibilities for which they have been properly trained.
ARTICLE 5. HOURS OF SERVICE

A. Work Day

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

2. A ten (10) hour day, four (4) day week may be established by the Company at all bid locations as identified by the Company for any classification covered by this Agreement. Ten (10) consecutive hours, exclusive of a meal period not to exceed thirty (30) minutes, shall constitute a modified workday. A ten (10) hour day may not be discontinued less than thirty (30) days after instituted unless by mutual agreement of the parties.

3. Eight (8) hours or ten (10) hours inclusive of a meal period not to exceed thirty (30) minutes shall constitute a full day of work on the graveyard shift (third shift) as defined below in paragraph J.

B. Work Week

1. A standard work week consists of a seven (7) day period with five (5) consecutive work days and two (2) consecutive days off and shall commence with the first day of work following the scheduled days off.

2. A modified work week will consist of a seven (7) day period with four (4) consecutive ten (10) hour work days and three (3) consecutive days off and shall commence with the first day of work following the scheduled days off.

C. All Employees covered by this Agreement scheduled to work five (5) hours or more will be scheduled to have a meal period of not less than one-half (1/2) hour. The meal period will be scheduled to start within one (1) hour before and one (1) hour after the middle of the shift.
1. **Late Lunch**

   If because of the operation, the employee receives his lunch after the period as set forth above, he will be entitled to straight time pay, not to exceed thirty (30) minutes, for the late lunch period, and will be permitted to receive his full lunch period as soon as possible. The Company may direct the employee to leave work thirty (30) minutes early, without loss of pay, in lieu of pay for the lunch period.

2. **Missed Lunch**
   
   a. If because of the operation, an employee fails to receive his lunch period (missed lunch), he shall receive thirty (30) minutes straight time pay for his missed lunch and also receive pay for all hours worked (overtime if applicable). A graveyard shift employee who misses his lunch will receive the applicable rate of pay for all hours actually worked plus thirty (30) minutes straight time pay and thirty (30) minutes at time and one-half as compensation for the missed lunch.

   b. The Company may direct the employee to leave work one (1) hour early, without loss of pay, in lieu of pay for the missed lunch period. Or, the Company may direct the employee to leave work thirty (30) minutes early, without loss of pay, plus the employee will receive thirty (30) minutes straight time pay as compensation for the missed lunch.

D. A bid location is any work area established by the Company wherein the employees perform a similar function (e.g., Hangar, Engine Build-up, Line Maintenance, etc.). All employees will be assigned a specific bid location.

E. All employees under this Agreement shall be on fixed shifts and days off. Classification seniority shall be utilized for the selection of shifts and days off.
F. For realignment of the work force due to changes in starting
times, number of employees on a shift, or days off, the following
procedure will apply:

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

G. 1. All shifts and days off will be re-bid as set forth in F.
above at least every one hundred eighty-five (185) calendar days from
the effective date of the last re-bid. No employee covered by this
Agreement shall be denied the right to select his shift and days off except
as otherwise provided for in this Article.

2. If there is a shift realignment during the time of an
employee’s absence, it is the obligation of the employee to keep his
manager/supervisor informed of his preference for shift and days off.
Failure to do so will result in the employee, upon return, being assigned
to a position (shift and days off) until the next shift realignment.

3. All bidding provisions of these Paragraphs F. and G.
apply only to days off and shifts and specifically do not provide for
change in a bid location or filling of a vacancy.

H. When employees realign as set forth in F. and G. above, the
bidding may be restricted so that there is an even distribution of
probationary employees on each shift, in a classification at a bid location, at a station, for the first sixty (60) calendar days during their probationary period. "Probationary" shall be defined as set forth in Article 9, Paragraph C.

I. 1. The Company may, from time to time, establish or eliminate bid locations. The Union may request in writing, the reason(s) for changes in bid locations. The Company will respond in writing within three (3) days excluding Saturday, Sunday and holidays.

2. Employees affected by the elimination of a bid location which does not result in a reduction of employees at the station, will be permitted to exercise their seniority in accordance with Article 9, paragraph K.

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

J. Shifts shall be defined as follows:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Commencing Between</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Shift</td>
<td>0500 - 1159 Local Time</td>
</tr>
<tr>
<td>Second Shift</td>
<td>1200 - 1929 Local Time</td>
</tr>
<tr>
<td>Third Shift</td>
<td>1930 - 0459 Local Time</td>
</tr>
</tbody>
</table>

K. The starting time for shifts shall be established in accordance with the needs of the services at each bid location. There may be multiple starting times within a shift. A split shift may be scheduled when the workload at a line station is not sufficient to warrant more than one shift, yet does not fall within any eight consecutive hour periods.

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

M. Part-Time Employees

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

2. Part-time employees may be placed in permanent full time positions by preference bidding or may be assigned full time temporarily. Preference bids will be used to fill vacancies to and from full time and part time positions.

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

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

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

6. Part-time employees may be utilized as outlined below:

   a. Part time employees may be utilized in the classification of Fleet Service and below:

   b. For classifications above Fleet Service:

      i. Part time employees may be used in any of the technician classifications under this agreement during the establishment and operation of any new maintenance station (a station where Alaska maintenance personnel are not currently employed in that classification) opened after (date of contract signing).

      ii. When a newly established maintenance station operates more than ten
(10) flight arrivals per day or more than two (2) RONs, the part time positions will convert to an equivalent (not equal) number of full time positions.

iii. When there are more than five (5) part time positions at any new station the Company will convert to an equivalent (not equal) number of full time positions and utilize the bidding procedure to award these positions as a full time position.

iv. Stations that are currently staffed by employees in any of the Technician classifications, prior to date of signing, will not have any part time positions in that classification at that station.

7. No more than 30% of the employees on the system in each classification covered by this Agreement may be employed for less than forty (40) hours per week. A standard work week for part-time employees will consist of a seven (7) consecutive day period with a minimum of two (2) consecutive days off. Part-time employees will be scheduled to work no less than sixteen (16) hours per week.

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

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

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

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

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

11. For calculating weekly overtime, part time employees working on their days off shall be paid at the time and one-half (1-1/2) rate for hours worked in excess of forty (40) regular hours within the work week. All hours worked on the seventh (7th) day worked shall be paid at the double time (2X) rate.

N. The regular starting and stopping time for work shifts, days off, will be scheduled and posted at all locations. The notice will include the effective date of the last re-bid.

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

P. The Company will have a trade day policy.

Q. Relief Schedules and Relief Shift Schedules

1. Relief Schedules:
a. In order to provide coverage for scheduled/planned or other extended absence, e.g. vacation, jury duty, etc., relief schedules may be created at the discretion of the Company. Employees bidding a relief schedule will bid a home shift and days off. Assignments to cover absences by such relief employees, where such assignments result in a change in days off or shift must be made at least seven (7) days in advance. Any employee working a relief schedule shall be paid the relief differential as outlined in Article 28. The advance notice to assign the relief employee to another shift/days off may be shortened by the consent of the relief employee.

b. As stated in Article 28 for pay purposes, any employee who works a schedule with two (2) or more starting times in a work week will be considered to be working a relief schedule and will be entitled to the relief differential in Article 28.

2. Relief Shift Schedules:

The Company, at its discretion, may create relief shift schedules. Relief shift schedules will be defined as a schedule, which has two (2) or more starting times during a work week. Employees working a relief shift schedule will be paid in accordance with Article 28.

3. Geographical Relief Schedules:

The Company, at its discretion, may create geographical (defined here as multiple maintenance stations within 110 mile radius of each other) relief schedules in order to provide coverage for scheduled/planned or other extended absence, e.g. vacation, jury duty, etc. Employees bidding a geographical relief schedule will bid a home location, shift and days off. Assignments to cover absences by such geographical relief employees, where such assignments result in a change in days off or shift must be made at least seven (7) days in advance. Any employee working a relief schedule shall be paid the relief differential as outlined in Article 28. The advanced
notice to assign the relief employee to another location/shift/days off may be shortened by the consent of the geographical relief employee.

R. Lead Relief Schedules (For Lead Technicians and above)

1. Lead relief schedules may be created at the discretion of the Company. The Lead working the relief schedule will work in the role as a Lead only in those instances where a Lead is unavailable. In all other instances, the Lead will work in the basic classification as a working member of the group, unless otherwise assigned, however, he shall continue to receive Lead differential and retain and accrue Lead seniority. Where necessary, a Lead working a relief schedule will be assigned a schedule to cover for a Lead who is unavailable.

2. Leads bidding relief schedules will bid a home shift and days off. Assignments to cover for the absences of Leads on other shifts will be made at least seven (7) days in advance. The advanced notice to assign the relief Lead to another shift may be shortened with the consent of the relief Lead.

S. Notwithstanding other seniority provisions within the Agreement, during each shift realignment, each of the three (3) members of the Airline Contract Committee (consisting of the Airline Representative and two [2] elected members from the Association) at each AMFA local will, if there are sufficient positions, be assigned to day shift by displacing the most junior employee on day shift at his bid location in his classification. The employee thus displaced will be permitted to exercise his seniority in accordance with this Agreement. The Airline Representative will at his option, if a position is available, be allowed to displace the most junior employee in his classification on day shift with a Saturday and/or Sunday off for the purposes of conducting Union business.

T. Representatives' Freedom to Act

1. Recognizing the importance of the role of the Airline Representative(s), or his official designee, in resolving problems or disputes between the Company and its employees, the
Company reaffirms its commitment to the active involvement of the Airline Representatives. The parties also recognize that the operation of the airline is of paramount importance, which may, when necessary, result in the need to reschedule meetings, investigations, and/or grievance processing.

2. The Airline Representative will be provided with full time off with pay at any Local where there are two hundred (200) or more employees covered by this agreement and will be allocated available office space on Company property. At Locals with less than two hundred (200) employees covered by this Agreement, the Airline Representative time off will be based on need and shall not exceed eight (8) hours pay per week, for every fifty (50), employees to be arranged mutually with his supervisor. The Airline Representative’s time off will be used to attend to Association/Company business. When not involved in representation activities, the Airline Representatives will work in their classification and bid location.

3. Hours worked as the airline representative will be paid at the straight time rate up to forty (40) hours a week. However, the Airline Representative, or his designee, shall be allowed to flex his work schedule during the workweek with advanced notice to his supervisor.
ARTICLE 6, OVERTIME

A. Overtime

Overtime rate for overtime shall be time and one-half (1 ½) and shall be paid for all work performed in excess of eight (8) hours in any one twenty-four (24) hour period commencing with the scheduled starting time either in advance of or after regularly scheduled hours. The hours of the working day shall be divided into ten (10) periods of six (6) minutes each for the purpose of computing the pay of the employees. For employees assigned to ten (10) hour shifts, an overtime rate of time and one-half (1 ½) shall be paid for hours in excess of ten (10) hours up to fourteen (14) hours.

B. Double Time

1. For employees assigned to eight (8) hour shifts, the rate of double time (2X) shall be paid for all time worked in excess of twelve (12) hours in any twenty-four (24) hour period. For double time (2X) purposes the twenty-four (24) hour period shall begin with the starting time of the employee's regularly assigned shift and shall continue until the employee has completed his tour of duty and had at least eight and one-half (8-1/2) consecutive hours of rest. For the purpose of achieving the eight and one-half (8-1/2) hour rest period, an employee's release or next reporting time may be altered by direction of the Company prior to the beginning of the rest period. However, he shall receive his regular pay starting with the beginning of his regular shift as straight time hours worked for pay purposes.

2. For employees assigned to eight (8) hour shifts, the first scheduled day off worked shall be at overtime (time and one-half) for any hours in excess of forty (40) regular hours during the work week for the first eight (8) hours worked, at double time (2X) thereafter and the second day off worked shall be double time (2X).

3. For employees assigned to ten (10) hour shifts, hours beyond fourteen (14) hours in any twenty-four (24) hour period will be paid at the double time (2X) rate. The first day off worked shall
be paid at time and one-half (1-1/2) for all hours worked in excess of forty (40) regular hours within the work week. Hours worked in excess of ten (10) on the first day off worked shall be paid at the double time (2X) rate. All hours worked on the second and third days off worked shall be paid at the double time (2X) rate provided the employee has worked his first day off.

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

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

1. Sick leave hours paid;
2. Vacation hours paid;
3. Holiday not worked hours paid; when holiday falls on employee's scheduled work day. Banked Holiday hours used on employee's scheduled work day.
4. Holiday hours worked;
5. OJI (As long as the employee has been released to duty and the doctor has cleared the employee to perform the overtime work [type of work and duration]).
6. Training hours paid; and
7. Union leave (hours paid by the Company later reimbursed by the Union.)
8. Trade days off (trade days worked will not count)

D. On fixed shift operations, if as a result of a shift change by the Company, an employee does not receive eight and one-half (8 ½) hours of rest, the applicable overtime rate will apply until such rest is obtained, unless the employee changes shifts/days off and his seniority would have allowed him to remain on his existing shift, no overtime will apply. To obtain the eight and one-half (8 ½) hours rest the Company may adjust the employee's release or next reporting time. This paragraph does not apply to the schedule changes as set forth in Article 5.F.

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

2. When an employee covered by this Agreement works on one of his two regularly scheduled days off, he will be paid not less than five (5) hours pay at the overtime rate applicable unless the employee agrees to work less than the five (5) hours.

F. 1. Employees held in continuous service for more than three and one-half (3-1/2) hours before or after their regular working hours, will then be allowed a thirty (30) minute paid lunch period.

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

3. The lunch period for regular day off (RDO) overtime shall be in accordance with Article 5.C. Hours worked in excess of an eight (8) or ten (10) hour shift on RDO will fall under paragraph F.1. and 2. above for any additional lunch period(s).

G. 1. a. For all classifications a standard list of all employees shall be maintained by classification seniority date, for each shift and bid location for the purpose of volunteering for overtime (example list attached). Overtime will be offered to qualified volunteers who have signed up for that day (pre-shift, post shift, regular day off [RDO] any available overtime [All]) in the bid location, who have the ability to perform the work, by classification seniority. If an insufficient number of employees accept the overtime, the Company will award the overtime to the required number of employees from the employees on the volunteer list in reverse seniority. An employee may "sign up" or delete his "sign up" for any day any time, except that he may not remove his "sign up" if it is on the current list and he has been offered the overtime. If an employee would like to work his regular day off on another shift, he shall put his name on the bottom of that list.
b. The Company will post the overtime sign up lists a minimum of fourteen (14) calendar days in advance. The Company will maintain a complete record of the overtime lists for at least thirty (30) days for review by the Association.

c. The Company may implement an electronic system to replace the current overtime sign-up lists and the awarding of overtime as referenced in this Article. All overtime rules as outlined in this Article shall apply.

2. Overtime shall be offered/awarded as follows:

a. Post-Shift:
Overtime work at the end of the shift anticipated to be four (4) hours or less shall be offered/awarded in accordance with paragraph G.1. above to those volunteering at the bid location on that shift, or to the individual performing the actual work during the shift, if it is impractical to break the continuity of work.

b. Pre-Shift:
Overtime work prior to the beginning of a shift, anticipated to be four (4) hours or less, shall be offered/awarded in accordance with paragraph G.1. above by call-in of the volunteers on that shift in the bid location required.

c. Entire Shift:
Overtime for an entire shift, anticipated to be more than four (4) hours, shall be offered/awarded in accordance with paragraph G.1. above to those employees on their day off who would normally work that shift. In the event none can be contacted, any qualified employee from another shift on their day off who is on the volunteer list for the shift requiring the overtime shall be offered/awarded the overtime by seniority. An employee from another shift may be bypassed if it would result in an insufficient rest situation. If the overtime is not filled, it may be offered/awarded in accordance with 2.a. and b. above.
d. For shifts on which there are multiple start/end times, overtime will be offered/awarded in accordance with the order above to the employee who is available to work the overtime at the time required.

e. An employee working a relief shift schedule, per Article 5.Q.2., will be eligible for regular day off (RDO) overtime opportunities based on the shift of his last scheduled day of work.

3. When the Company has the need to call an employee in on a regular day off (RDO), the Company will inform the employee of the hours anticipated to be worked.

4. When the Company is aware of a requirement for overtime two (2) or more hours before the end of a shift, employees should be given at least two (2) hours notice of the contemplated overtime. The Company will not offer or award any overtime more than seventy-two (72) hours ahead of the contemplated overtime.

5. a. Lead overtime will be offered to Leads signed up on the volunteer overtime list. If there are no Leads available to fill the overtime need at the time and one-half (1-1/2) or double time (2x), or if no Leads signs up on the volunteer list, the Lead schedule may be filled by upgrading the most senior qualified volunteer regularly scheduled for that shift. If no volunteers are available, the supervisor will assign a qualified person regularly scheduled for the shift.

   b. Notwithstanding the above, in those instances where the lead requirement triggers are not met as outlined in Article 4, the Company may use its discretion in determining whether or not to call in lead overtime.

   c. In those instances where the Company does not call in lead overtime, employees in the base classification will not be required to perform lead duties as identified in Article 4.
6. In the event there are insufficient volunteers available to work the overtime, an emergency may be declared by the company. The term “emergency” as used in this paragraph means an unforeseen combination of circumstances or the resulting state that calls for immediate action. Such emergency shall be stated in writing prior to the employee beginning the overtime assignment, with a copy to the Airline Representative upon written request. The Company may assign any qualified employee to perform the work utilizing the order as set forth below in inverse seniority order:

   a. Holdover:
      In the event of an emergency, employees on duty at the bid location may be held over and assigned overtime. In no event will this employee be assigned for more than eight (8) hours past the end of his shift. This eight (8) hour restriction will not apply in the event of weather disruptions or other extreme situations such as accidents or natural disasters.

   b. Call-in:
      Overtime work prior to the beginning of a shift shall be assigned by call-in of the employees on that shift in the bid location required.

   c. Call-in on Day Off:
      After utilizing G.5.a. above, and in the event additional overtime is required, overtime shall be assigned to those employees on their day off who would normally work that shift in the bid location required.

7. In the event an employee is by-passed for overtime, he will be given the opportunity to work overtime, at the applicable rate of pay, in a like amount as he originally would have received, at the time of his choice during the next thirty (30) calendar days by coordinating the scheduling with his supervisor at least twenty-four (24) hours in advance, provided it does not conflict with rest and hours of work provisions and result in any penalties to the Company beyond what he would have originally received. If the Association or employee brings the impending bypass to management’s attention in writing prior to the overtime
occurrence and the employee is intentionally bypassed, all hours bypassed will be paid, without working, at the applicable rate of pay.

H. No overtime shall be worked except by direction of the proper supervisory personnel of the Company, or his designee.

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

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

K. 1. An employee is required to inform his supervisor in advance, in writing, if any insufficient rest may be incurred. The supervisor may direct the employee in writing to report late to receive sufficient rest. If there are two (2) hours or less remaining in the shift after receiving the required rest the employee will not be required to report for duty and will be paid for the entire shift. If the employee has such an adjusted report time, he will receive straight time pay from his originally scheduled start time. If the specified rest is not received and the employee reports for his next shift at the regular time, the applicable rate of pay will be paid until the rest is obtained provided his supervisor was notified as outlined above. If the employee does not advise his supervisor and returns to work at his regularly scheduled time after an insufficient rest, he may not be paid the applicable overtime rate.

2. When an employee performing aircraft related maintenance approaches a rest violation, as defined by FAR 121.377, he will advise his supervisor.
ARTICLE 7, HOLIDAYS

A. Employees covered by this Agreement will observe the following holidays on the actual day, or at the Company's option, on the day designated as such by the Federal Government: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day.

B. Operational needs permitting, the Company will offer at least ten percent (10%) of the employees (on each shift, by classification, bid location) the holiday off where there are ten (10) or more employees. Where there are fewer than ten (10) employees as defined above, management will make every reasonable attempt to provide time off on the holidays. The employee count is based on employees actually scheduled to work on that day excluding employees absent due to vacation, leaves, etc. Any fractional points will be rounded down. The Company will no later than seven (7) calendar days in advance of a holiday, post a sign-up sheet requesting volunteers who would like to have the holiday off. The sign-up sheet shall remain posted for a minimum of three (3) calendar days. All volunteers selected to have the holiday off, shall be notified at least three (3) calendar days in advance. Selection shall be based on the employee's classification seniority commencing with those who would have worked on the shift and day were it not a holiday. If there are no volunteers, those not necessary to fulfill the needs will be assigned to have the day off starting with the employee(s) with the lowest seniority within the classification, bid location, and shift.

C. 1. Full time employees will be compensated with eight (8) hours pay at the straight time rate for each day observed as a holiday. Any employee who works on a day observed as a holiday will be compensated at the double time and one half (2½) rate for all hours worked on the holiday, except when the work is immediately preceding or following a regular shift which is not on the holiday, in which case it shall be at the applicable overtime rate of pay.

2. An employee working a ten (10) hour holiday shift shall be compensated at the double time and one half (2½) rate for all hours worked on that day.
worked with a minimum of ten (10) hours, except as provided in paragraph D. A ten (10) hour shift employee, whose regular days off coincide with a holiday, will be paid eight (8) hours at their regular rate of pay. A ten (10) hour shift employee who is scheduled to work the holiday, but not required, will be paid ten (10) hours at his regular rate of pay.

3. Part-time employees observing the holiday shall receive the straight time rate for the hours they were scheduled to work on the holiday. If a holiday falls on a part-time employee’s day off, such part-time employee shall be paid holiday pay at the straight time rate for the daily average number of hours the employee was scheduled to work during the week. To calculate this daily average, the employee’s total scheduled hours during the workweek will be divided by five (5). Part-time employees who work on a day observed as a holiday will be compensated at the double time and one half (2½) rate for all hours worked on the holiday.

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

E. A holiday which falls during an employee’s vacation period will be compensated as a holiday. The employee’s vacation credits will not be charged for the holiday, however, his vacation period will not be extended because of the reduced number of vacation days charged.

F. Optional Banking of Holiday Hours:

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

1. Elect to receive time and one half (1 ½) pay for their regularly scheduled hours worked on the holiday and bank the equivalent holiday hours; or
2. Elect to bank holiday hours not worked in lieu of pay when the holiday falls on their regular day off.

3. An employee who works the holiday on their Regular Day Off (RDO) may elect to receive time and one-half (1 ½) pay for their scheduled hours worked and bank the equivalent holiday hours.
   a. For example, an employee scheduled to work eight (8) hours on their RDO would be paid eight (8) hours time and one half (1 ½) pay and bank eight (8) hours, totaling the equivalent of double time and one-half (2 ½) pay.
   b. For example, an employee scheduled to work ten (10) hours on their RDO would be paid ten (10) hours time and one half (1 ½) pay and bank ten (10) hours, totaling the equivalent of double time and one-half (2 ½) pay.

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

5. Overtime hours worked in excess of the scheduled holiday shift (eight [8] or ten [10] hours) shall be paid at the holiday rate of pay.

G. The employee shall have the following options for use of banked holiday hours.

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

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

3. With // at least fifteen (15) days written notice to his supervisor, the employee will be allowed to use a banked holiday or vacation day to take his birthday as a paid day off. Any employee, whose birthday falls on February 29, may observe his birthday on February 28, except during the leap year.
4. Any unused-banked time as of the last pay period of the year will be added to the employee’s vacation accrual with the exception of employees that have not completed one year of service with the Company, not to exceed the annual accrual in accordance with Article 13.B.3.
ARTICLE 8. FIELD SERVICE AND SPECIAL PROJECTS

A. 1. When employees covered by this Agreement are required to engage in field or emergency work away from their base, they shall be paid for such work on the same basis as at their base station.

2. When a field trip, Charter/Irregular Maintenance Flight (CIMF) or a special project situation arises at a station where Alaska Airlines Technicians are based, first consideration to perform the work shall be given to all qualified personnel at that station prior to awarding a field trip or special project. In the event of safety policy concerns, unavailability of local resources, manpower depletion and/or operational needs, the Company may go to other stations. Upon written request from the Airline Representative, or his designee in his absence, within seventy-two (72) hours of completion of the trip/project, the Local Manager, or his designee in his absence, shall give a written response within seventy-two (72) hours as to the reason(s) for utilizing personnel from other stations.

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

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

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

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

F. An employee having completed a field assignment away from his base Station, beyond his regular shift, shall have at least eight (8) hours rest before being required to report for work. An employee having completed a field assignment shall not be paid less money, exclusive of expenses, then he would have received had he worked his regular shift at his home base. If on return from a multiple day field trip an employee has two (2) hours or less remaining in his shift, he shall be released from duty for the day with pay.

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

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

I. Any employee covered by this Agreement required by properly designated Company authority to participate in test flights or to travel in connection with his job for all hours away from his base or station shall be covered by standard travel accident insurance policy with a death benefit of $100,000 at no cost to the employee. The Group Insurance beneficiary will apply unless the employee designates a beneficiary in a letter to the Personnel Office.
J. Field Trip and Charter/Irregular Maintenance Flight (CIMF) Procedures

In the event a field trip is required to restore airplanes or equipment to service or CIMF, the responsible station Maintenance Manager or his designee will be contacted regarding specifics of a potential trip. Even though the actual selection of personnel may be delegated, it will be the Maintenance Manager’s responsibility to ensure the process is conducted in accordance with the following procedures:

1. General

   a. Personnel desiring to be considered for field trips or CIMF must indicate their preference by signing up on the appropriate volunteer list.

   b. The volunteer lists will be posted and maintained at each location. Technicians will have the option to add or delete their names at any time prior to the selection process.

   c. Field Trip-Personnel on a temporary upgrade to lead technician will be eligible for field trip considerations as a technician. Because of the need for operational continuity, personnel on a temporary upgrade to supervisor will not be eligible.

   d. CIMF-Personnel on a temporary upgrade to supervisor will not be eligible.

   e. Those employees who are on leave of absence, vacation, sick leave, jury duty, on the job injury/modified duty, military leave, classroom training, etc., will not be eligible for consideration for Field Trips or CIMF.

2. Field Trip Selection

   a. Personnel will be selected by classification from the field trip volunteer list in order of classification seniority from the appropriate category of field trips as specified in each station’s policy. A notice of any change in the station field
trip policy will be given to the Local Airline Representative prior to that change going into effect. Personnel who are or will be present and working at least one (1) hour prior to the planned departure time for the field trip will be eligible for the field trip with priority given to the on-coming shift when two shifts will be eligible.

b. When the field trip is at a remote location, or if there is no help available and the project is of a nature where more than one (1) person is required for safety purposes, at least two (2) people will be sent on the field trip.

c. Personnel must be qualified on aircraft type and category of field trip (i.e., structures, avionics, engine change and A & P, etc.) and possess the required qualification(s).

d. The Station(s) supplying personnel for a field trip will be determined by the Company, considering geographical location and manpower availability.

e. Current overtime status will not prohibit an employee from being selected.

f. Acceptance of a field trip constitutes implied acknowledgment that the individual selected possesses the necessary skill(s). Personnel who volunteer and accept a trip are responsible for their own qualifications, and are responsible for the tools that are required for the task in question. Special tools will be supplied by the Company.

g. Unless released by the Manager/Supervisor in charge, field trip assigned personnel will stay with the task until it is completed.

h. Employees will maintain a neat and clean appearance when flying. Dress code will be in accordance with the Pass Policy.
i. The supervisor will offer the assignment to employees on the volunteer list and if he does not have enough volunteers, he will then assign employees from the volunteer list in inverse classification seniority order. If no volunteers are on the list, the supervisor will assign the field trip to the most junior qualified technician(s). Individuals may request that they not be assigned to a field trip if such assignment will cause extraordinary hardship. The manager shall consider such requests on a case by case basis and will exercise managerial discretion in making the assignment.

3. CIMF Selection

a. Personnel will be selected by classification from the CIMF volunteer list in order of classification seniority from the appropriate category of CIMF as specified in each station’s policy. A notice of any change in the station CIMF policy will be given to the Local Airline Representative prior to that change going into effect.

b. Personnel must be qualified on aircraft type and category of CIMF (i.e. avionics and A & P, etc.) and possess the required qualification(s).

c. The Station(s) supplying personnel for a CIMF will be determined by the Company, considering geographical location and manpower availability.

d. Overtime status at time of CIMF departure will not prohibit an employee from being selected.

e. Acceptance of a CIMF constitutes implied acknowledgment that the individual selected possesses the necessary skill(s). Personnel who volunteer and accept a trip are responsible for their own qualifications, and are responsible for the tools that are required for the task in question. Special tools will be supplied by the Company.
f. Unless released by the Manager/Supervisor in charge, CIMF assigned personnel will stay with the task until it is completed.

g. Employees will maintain a neat and clean appearance when flying. Dress code will be in accordance with the Pass Policy.

h. The supervisor will offer the assignment to employees on the volunteer list and if he does not have enough volunteers, he will then assign employees from the volunteer list in inverse classification seniority order. If no volunteers are on the list, the supervisor will assign the CIMF to the most junior qualified technician(s). Individuals may request that they not be assigned to a CIMF if such assignment will cause extraordinary hardship. The manager shall consider such requests on a case-by-case basis and will exercise managerial discretion in making the assignment.

K. Special Projects

1. A Special Project is a repair or modification within a station or bid location which requires specific skills and a dedicated crew to return an aircraft or equipment to service. The manager responsible for the project will determine when a Special Project crew will be assigned and is responsible for ensuring the selection process is conducted in accordance with the following procedure. During the selection process, the manager will brief the employee(s) of the nature and expected duration of the project.

2. Personnel desiring to be considered for Special Projects must indicate their preference by signing on one (1) or more of the project type volunteer lists: Structures, Avionics, A & P. The volunteer lists will be posted and maintained in classification seniority order at each station. Technicians will have the option to add or delete their names at any time prior to the selection process.

3. General Requirements:
a. Personnel must be on the Special Project volunteer list.

b. Personnel must be qualified and possess the required skills to accomplish the task.

c. Current overtime status will not prohibit an employee from being selected.

d. Those employees who are on leave of absence, vacation, sick leave, jury duty, on the job injury/modified duty, military leave, training, etc., will not be eligible for consideration for Special Projects.

4. Special Project Selection

a. The selection for the special project will be offered within the bid location, by classification seniority, from the bid location in which the work normally would have been performed. In the event manpower depletion becomes unmanageable in the bid location, the Company may bypass the remaining volunteers on the list from that bid location.

b. If a Special Project cannot be contained within a bid location, personnel will be selected by classification seniority, for the remaining open slots, by project type as stated below. The supervisor will offer the assignment to employees on the Special Project volunteer list and if he does not have enough volunteers, he will then assign employees from the Special Project volunteer list in inverse classification seniority order from the originally identified bid location list. In the event manpower depletion becomes unmanageable in a specific bid location, the Company may bypass the remaining volunteers on the list from that bid location and go to other bid locations (pooled as defined below) or stations.
Project Types:

//Structures:
  //
  1) //Other classifications from Sheet Metal bid
     location pooled together using base
     classification seniority as defined in Article

  2) All other qualified volunteers within the station
     pooled together using base classification
     seniority as defined in Article 9.A.4.

  3) All other qualified volunteers from other stations per
     their field trip list.

Avionics
  1) //Other Avionics bid Locations (pooled together)

  2) All other qualified volunteers within the station
     pooled together using base classification
     seniority as defined in Article 9.A.4.

  3) All other qualified volunteers from other stations per
     their field trip list.

A & P //
  1) //Other Aircraft Technician/ Bid Locations
     (pooled together) as defined in Article 9.A.4.

  2) // All other qualified volunteers within the station
     pooled together using base classification
     seniority as defined in Article 9.A.4. //

  3) All other qualified volunteers from other stations per
     their field trip list.

4. Once a dedicated crew has been assigned to a Special
   Project, all overtime related to that project will be handled within
   that dedicated crew first.
5. Acceptance of a Special Project constitutes implied acknowledgment that the individual selected possesses the necessary skill(s). Personnel who volunteer and accept a Special Project are responsible for accurately advising the Company of their level of experience/qualifications.
ARTICLE 9. SENIORITY

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

1. Lead/OJT Inspector
2. Inspector
3. Lead/OJT Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
4. Technician (Aircraft, Machinist, Avionics, Facilities, Automotive)
5. Lead/OJT Fleet Service
6. Fleet Service
7. Technician Helper
8. Lead Janitor
9. Janitor

B. Classification seniority system-wide shall be recognized at all points where persons hereunder are employed, in all reductions of force and recall after layoff, in bidding for vacancies or new jobs, for preference of shift assignment when a vacancy occurs and in all promotion, layoff, or transfers involving classification(s) covered by this agreement.

C. 1. New employees shall be regarded as probationary employees for the first 1,040 hours worked during their employment. Prior to the completion of his probationary period, the Company may administer a written and/or practical trade test to help measure the probationary employee’s skills and abilities. The Company shall have the right to unilaterally terminate any employee during the probationary period.

2. If retained in the service of the Company after the probationary period, the names of such employees shall then be placed
on the Seniority List in the order of the date of their original hiring. The date of hire will be the employee’s first day of paid service. To decide the position of two or more employees on the Seniority List, whose hiring date or date of entering a classification is the same, the following procedure will be used in sequence as outlined:

    a. Date of entering classification
    b. Hiring date
    c. Chronological age

3. Any employee who has had a break in service during his probationary period and who is re-employed within 365 days from the last day worked prior to his break in service will be credited with previous Company service in the classification and his seniority date will be adjusted by excluding the break in service time. All hours worked by a probationary employee in a temporary position will count towards completion of the probationary hours.

D. Seniority lists, showing the classification and company seniority of all employees covered by this Agreement are made a part of this Agreement, corrected to December 1, April 1 and August 1 will be posted by January 1, May 1 and September 1 of each year, on the M&E website. The Company will supply the Seniority List to each Airline Representative and the AMFA Administrative Office electronically. The lists will be arranged and numbered in seniority order by classification and will show employee’s name and seniority date and will be subject to correction upon protest, if complaint is filed within thirty (30) calendar days after the Local Contract Committee or Local designated Shop representative and the Company Supervisor have electronically received the seniority list. Protests shall be filed through the Local Contract Committee and directed to the Airline Representative and the Company Personnel Department. The Airline Representative and the Company shall meet within ten (10) calendar days of receipt of the protest resolve the protest and reply to the Local Contract Committee. If no protest is filed within the aforementioned thirty (30) calendar days, from the initial time the employee’s name appears on a particular list, such list shall be presumed beyond question to be correct; and no protest, grievance suit, or other means shall thereafter be commenced or entertained to change
said date for any employee unless a subsequent list alters his seniority
date.

E. 1. Employees promoted to positions within the Company
not covered by the Agreement will retain and continue to accrue seniority
in classifications from which promoted for a period of ninety (90) calendar
days from the time of the promotion, during such time he shall have the
option of returning to his former position under the Agreement. After
completion of the aforementioned ninety (90) day period, he shall retain
former seniority for a period not to exceed two (2) years on an
accumulative basis. If during the aforementioned two (2) year period, he
is laid off as a management employee, he will be permitted to exercise
his retained seniority to bid a vacancy, or to displace the most junior
employee in the highest classification in which he holds seniority at the
location from which promoted. After the two (2) year period his name
will be removed from all seniority lists.

2. Employees who are selected to fill a temporary
management position within the Company, not covered by this
Agreement, will retain and continue to accrue seniority in classifications
from which promoted for a period not to exceed ninety (90) days worked
in such position(s) on a cumulative basis per calendar year. During such
time, he shall have the option of returning to his former position under
the Agreement without penalty or loss of seniority. While filling a
temporary upgrade to a management position, such employee is not
eligible for overtime under this Labor Agreement.

3. However, after completion of the ninety (90) days as
outlined in E.2. above, an employee selected for an additional upgrade
to a temporary management position not covered by this Agreement, will
retain but not accrue classification seniority. Classification seniority
accrual will cease during this additional time spent in management for
the remainder of the calendar year. On a quarterly basis the Company
will furnish the Airline Representatives a report of all days worked in
accordance with E. 2. above.

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

2. He is discharged for cause.

3. He is absent from work for two (2) consecutive work days without properly notifying the Company for the reason of his absence unless a satisfactory reason is given for not notifying the Company.

4. He does not inform the Company in writing or electronic mail of his intention to return to service within seven (7) calendar days of receipt of notice offering actual or potential re-employment.

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

6. All notices required to be sent under this section shall be sent by registered mail, return receipt requested, to the employee at the last address filed by him with the Company; provided however, there shall be no duty on the part of the Company to send a notice to a laid off employee unless said employee shall, when laid off, file his address with the Company and shall there-after promptly advise the Company of any change of address.

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

H. Employees who have given long and faithful service in the employ of the Company and who have become unable to handle their normal assignments, may request to be given preference for such other available work as they are able to handle.

I. Employees successfully bidding on equal or higher classifications shall retain and accrue seniority in classifications from which transferred or promoted.

J. In the event of a vacancy in one of the technician classifications as set forth on the seniority lists as referenced in “D” above, those employees at that station having the proper qualifications whose names appear on the various other technician seniority lists shall be allowed to bid on that job before a new employee is hired into that vacancy. If an employee thereby fills such a vacancy, he will begin to accrue seniority on the appropriate seniority list and shall retain and continue to accrue seniority on his former seniority list unless the change is to a lower classification, and then he would lose seniority in the higher classification.

K. When it becomes necessary to reduce the number of employees in any classification covered by this Agreement, the Company will reduce the employees in that classification with the least seniority at the affected station in any given bid location. Prior to a reduction in force of five (5) or more employees, or more than twenty percent (20%), at a station, the Company will meet with the Local Airline Representative(s) to discuss their plans including any possible relocation impact to affected Employees. The discussion may include whether additional relocation assistance should be considered beyond what is identified in Article 15.C.1. In the event of the layoff of employees who have completed their probationary period, two (2) calendar weeks’ notice (or such longer period as may be required by law) shall be given by the Company, or pay in lieu thereof, with a copy of such notice furnished to the Local
Airline Representative(s) and to the AMFA National Administrative Office. If employment is temporarily interrupted because of a strike or picketing of Company premises, an act of God, a national war emergency, revocation of the Company's operating certificate(s), or grounding of the carrier's aircraft by government order, the notice will not apply. The employee(s) affected by a reduction in force must within seven (7) calendar days give written notice on a furlough option sheet to the Company and the Union exercising his seniority in the following manner or his name shall be stricken from all seniority lists. Reference paragraph M.1

1. He must displace the most junior employee in his current classification in any bid location at his station, or accept a vacancy in his current classification at his station.

2. If unable to exercise his current classification seniority in his own station, he must further exercise his seniority by one of the options outlined below.

   a. Displace the most junior employee at any station in his current classification on the System. Employee(s) who have exercised their seniority by this paragraph will have first right of recall to the station from which they were furloughed.

   b. Displace the most junior employee in any classification in which he holds seniority at his station, or accept a vacancy in any classification he holds seniority in at his station.

   c. Provided the employee is unable to exercise seniority in b. above, he may displace the most junior employee at any station in any classification in which he holds seniority or accept a vacancy in any classification in which he holds seniority. This option will entitle the employee to first right of recall to the station from which he was furloughed.

   d. An employee may go on layoff status at the station where affected by a reduction in force, providing he has exercised seniority to fullest extent possible in any classification of technician or higher at his station. An
employee who is unable to exercise seniority in a technician
classification and holding seniority in a lower classification
may elect to go on a layoff status rather than exercise seniority
in a lower classification, in which event he shall lose severance
pay and seniority in all classifications lower than that of

3. An employee electing options b. or c. above shall retain
and accrue seniority in all classifications from which he was furloughed,
but will be required to bid and accept a position, at his current station in
any higher classification he holds.

4. Employees given layoff notice and accepting a layoff at
their station will be required to inform the Company and the Union in
writing if they will accept re-employment of less than ninety (90) calendar
days. An employee will be allowed to change his intentions with another
letter mailed prior to the mailing date of the letter from the Company
offering re-employment.

5. Employees electing to exercise the above options will
not be permitted to displace a junior employee at some later date.

6. Employees on layoff will continue to accrue seniority in
all classifications from which laid off for up to two (2) years provided he
abides by Paragraph 2 above and shall have recall rights for ten (10)
years from the date of furlough, unless otherwise relinquished per this
Article.

L. In the event of the geographical relocation in whole or in part of
any of the work performed by any of the employees covered by this
Agreement, the employees affected will have the option of following the
work or exercising their seniority rights as provided for in Paragraph K.
above. In the case of geographical relocation of work between
maintenance stations within a 50 mile radius the employees in the
affected station(s) will first be offered the opportunity to voluntarily follow
the work in seniority order. If in the event an insufficient number
voluntarily elect to follow the work, the remaining number will be selected
in reverse seniority order and have the option of following the work or
exercising their seniority rights as provided for in Paragraph K. above.
If, in the event of a geographical relocation, an insufficient number of people transfer to such jobs, the remaining vacancies will be filled in accordance with the Agreement.

**M. Recall of Laid off Employee(s)**

An employee on “layoff”, for the purpose of Article 9, is one who has been displaced from his station or classification and is not employed in any position covered by this Agreement.

1. At the time of furlough notice, the affected employee(s) will indicate on his furlough option sheet the stations to which he will accept recall. A recall form must be filed by January 15th of each year, pursuant to Article 9, in order to remain eligible for recall. Subsequently, a preference bid pursuant to Article 10 may be utilized to identify additional stations to which he wishes to be recalled.

**Examples:**

An employee on station layoff, who submits a preference bid and accepts recall to a station other than one indicated on his furlough option sheetrecall form will be removed from the recall list but will not be subject to the restrictions outlined in Article 10 I. In order to return to his original station he must submit a preference bid.

An employee on station layoff, who submits a preference bid but declines recall to a station other than one indicated on his furlough option sheetrecall form will be subject to the restriction outlined in Article 10 A.1.

2. An employee on layoff who fails to accept recall to a selected station will lose his seniority and he will be considered to have resigned from the Company.

3. a. An employee on layoff who is recalled shall be given notice by certified mail, return receipt requested, to the last known address of record. A copy of this notice shall also be sent to his Airline Representative. The employee must notify the Company in writing or electronic mail within 7 days of receipt as to whether or not he intends to report for work at the designated time. Failure to notify the Company within the 7 days and report at the designated time will result in the loss...
of all seniority rights and the employee will be considered to have resigned.

b. Concurrent with notice of recall referenced in 3.a, the Company may send a notice of potential recall to other laid off employee(s) who have designated the same station. Such notice shall be by certified mail, return receipt requested to the last known address of record. A copy of this notice shall also be sent to his Airline Representative. The employee must notify the Company in writing or electronic mail within 7 days of receipt as to whether or not he intends to accept recall to such station if offered. Failure to notify the Company within the 7 days will result in the loss of all seniority rights and the employee will be considered to have resigned.

4. An employee who elects to take a station layoff in lieu of exercising his seniority to the fullest extent on the system, will be eligible to be awarded a vacancy according to his seniority. This employee does not have first recall rights.

5. There will be no preference bids awarded at a station until all employees in that classification with first recall rights have either been returned or refused recall to that station. If an employee refuses recall he shall forfeit all of his recall rights.

6. If a new bid location or station is opened the Company will notify the Airline Representatives in writing prior to the posting of the bid.

N. Furloughed Employees Bidding Parameters - An employee on “furlough” for the purpose of Article 9, is one who has been displaced from his station or classification but continues to be employed in another station or different classification covered by this Agreement.

1. A furloughed employee may preference bid to other bid locations at his station without losing his recall rights to his original station.

2. An employee who has exercised his seniority rights to bid to any other station after the initial move caused by the furlough, will
forfeit all recall rights to the original station from which he was furloughed.

3. An employee who has been furloughed and exercises his seniority to another station at the time of furlough will have first recall rights back to the station from which he was furloughed for a period of two (2) years in any classification in which he holds seniority.

4. An employee who has exercised his seniority to stay within his station at the time of furlough will not have first recall rights to the position from which he was furloughed.

O. An employee who has passed probation and transfers to another bargaining unit shall retain and continue to accrue seniority under this Agreement during his probationary period in the new position, provided he continues to pay dues to the Association. If the employee does not complete said probationary period for any reason, the employee shall be returned to his previous classification under this Labor Agreement if a vacancy exists for which he is qualified, without loss of seniority. If no vacancy exists, the employee will be placed on layoff status and must place a preference bid on file. In order to claim this right of return, the employee must deliver a written notification of intent to return to the supervisor of his former bid location within fourteen (14) calendar days of either notice to the employee of failure to pass probation or the employee’s notice to the Company of his intent to resign from the new position. Successful completion of his probationary period shall be cause to remove the employee from the seniority lists covered by this Agreement.
ARTICLE 10, VACANCIES

A. Employees under this Agreement who desire to move to another station, bid location, or classification will place a preference bid on file with the Company. The employee may specify part-time, full-time, shift and days off. An employee filing a preference bid for a position in which he holds seniority is not required to list any qualifications. The preference bid may be submitted at any time to the local manager or his designee at which time the bid will be time/dated and shall become effective five (5) days after the time/date. When vacancies are posted (reference paragraph H) bids may be filed electronically by the closing date of the posting. Electronic bids will only remain active until the posted position is filled.

1. Preference bids may be withdrawn at any time. The procedure for withdrawal will be in writing and effective immediately when submitted to the local manager or his designee, at which time the withdrawal will be time/dated. Employees with bids on file must renew them between January 1 and January 15 of each year to keep them valid. If an employee refuses to accept a preference bid award, he will not be awarded another preference bid for a period of six (6) months unless furloughed per Article 9K2.

2. Preference bids shall be utilized for bidding station to station (e.g., Anchorage Technician to Seattle Technician, Anchorage Technician Helper to Seattle Technician Helper); within same station between classifications (e.g., Seattle Technician Helper to Seattle Technician); between bid locations within the same classification at the station (e.g., Seattle Hangar to Seattle Line); and from furlough to a vacancy. Preference bids will be used to fill vacancies to and from full time and part time positions. Movement between full time and part time positions within a bid location will also be allowed on a shift realignment. However, such movement will not require use of a preference bid. Preference bids shall not be used for bidding days off, shifts or starting times within a bid location.

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

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

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

6. New employees may not submit preference bids during
their probationary period.

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

8. No bid on file shall be altered in any way. Changes shall
be made by submitting a new bid.

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

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

11. The Company shall release the employee within thirty
(30) days of the acceptance of the bid award, unless the original vacancy
posting identified an effective date, or an alternative release date is
mutually agreed to.
B. All vacancies in classifications covered by this Agreement at any new station, or classifications not currently utilized at a station, shall be bulletined at all stations where employees covered by this Agreement are employed. The bulletin shall state the number of vacancies to be filled, the classification of the job, the station, the qualifications for the job, duties to be performed, the place where bids are to be sent, and the last date on which they will be submitted. Such date will be a minimum of seven (7) days after the bulletin is posted. Any employee selected to fill such a vacancy shall be available to begin the assignment within the maximum of ten (10) days after being released from his job. An employee may, at his option, utilize earned vacation (excluding Article 13, paragraph C.5. to defer loss of pay during the ten (10) days). Employees who are on vacation when a job is bulletined will be allowed to bid on the position within three (3) days after their return to work.

C. Ability, plus classification seniority shall govern when filling vacancies. Employees, who have been awarded a bid and are subject to the provisions of D.1 below, will be notified in writing.

D. **Employees entering into a vacancy will be afforded an assessment period as defined in 1. or 2. below:**

1. **Except as provided in 2. below,** an employee who does not hold seniority in the classification or who does hold seniority but has not demonstrated his ability to perform the work on the present type of equipment or present methods of work will be permitted to hold the job for a minimum of 120 hours worked and no more than 480 hours worked on a trial basis in order to demonstrate his ability to perform the work required by the job. During the trial period employees may be given written evaluations. Additionally, there will be a requirement for at least one written evaluation at the mid-point of the trial period. During such period if the employee is unable to demonstrate his ability to perform the work required by the job, he may:

   a. **//Return//** to his previous station and assignment, or

   b. **Exercise his seniority to a classification in which he already holds seniority by bidding a vacancy,** or
2. An employee who does not hold seniority in a Technician classification will be permitted to hold the job for a minimum of 120 hours worked and no more than 1040 worked on a trial basis in order to demonstrate his ability to perform the work required by the job. During the trial period employees may be given written evaluations. Additionally, there will be a requirement for at least one written evaluation at the mid-point of the trial period. During such period if the employee is unable to demonstrate his ability to perform the work required by the job, he may:

   a. Return to his previous station and assignment, or
   b. Exercise his seniority to a classification lower than Technician by bidding to a vacancy, or
   c. Exercise his seniority to a different base Technician classification other than the one in which he was unable to demonstrate his ability by bidding to a vacancy.

3. If unsuccessful in his assessment as provided for in 1. or 2. above, he shall not, for a period of six (6) months be permitted to bid for another vacancy in the classification of work in which he was unable to demonstrate his ability and the employee will be allowed a reasonable period from the time he is relieved of his duties until he is required to report for work at his station established as aforementioned. Station changes due to the provisions above will have allowances provided for in Article 15.C.1.a.

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

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

F. 1. In the case of vacancies not expected to exceed ninety (90) calendar days or vacancies of less than ninety (90) calendar days when an employee will not accept recall as provided in Article 19.F., the Company may select an employee to fill this vacancy on a temporary basis. The selection will be based on seniority and ability insofar as practical. At the end of ninety (90) calendar days the vacancy will be awarded in accordance with Paragraph A.4. above.

2. At un-staffed locations (Bid Locations or Stations), where the Company is considering creating vacancies, or temporary operational needs require the staffing of Technicians, the Company may select an employee, utilizing the preference bidding procedures, to work at that location on a temporary basis, not to exceed 180 days. The assignment to an un-staffed station will be posted for bid for the station or stations deemed able to support the coverage, and selection will be based on seniority and ability insofar as practical.

3. At staffed locations, the Company may offer temporary duty (TDY) assignments to stations with temporary staffing needs on a voluntary basis. The assignment will not exceed thirty (30) calendar days. The Company may cover housing, per diem, and other expenses for the duration of the assignment, as defined in the posting of the TDY assignment. TDY assignments will be posted for bid for the station or stations deemed able to support the coverage, and selection will be based on seniority and ability insofar as practical.
G. An employee under this Agreement assigned to a temporary job under Paragraphs E. and F. of this Article shall, upon such discontinuance of such temporary job, be returned to the job in his former classification and bid location that his seniority entitles him.

H. In the event a vacancy in a classification covered by this Agreement exists at any location on the Company’s system, the Company will post the vacancy electronically. Employees under this agreement will be given a minimum of seven (7) days to bid on the position. If no qualified employee bids the company may hire a new employee or offer the position to any existing employee.

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

J. All preference bids will be awarded by using a centralized bidding procedure.

K. Leads shall be selected from those employees who hold at least two (2) years basic classification seniority and who hold all of the applicable licenses as required by this Agreement or by law. Selection of Leads shall be based on possession of the qualifications necessary to direct and lead the members of the group in the following areas: technical skills, leadership skills, organizational and communication skills. A selection committee composed of an equal number (minimum of two each) of management and AMFA appointed employees from the basic classification in the bid location where the vacancy exists will interview the candidates to evaluate their qualifications. The committee will determine whether the candidates meet the minimum qualifications, and the committee will select the most overall qualified candidate to fill the vacancy. If a tie emerges classification seniority will prevail. However, in those instances where a preference bid is on file from one (1) or more employees holding Lead classification seniority in the classification in which the vacancy exists, the vacancy will be awarded to the most senior of those bidders.
ARTICLE 11, LEAVE OF ABSENCE

A. All Leaves of Absence shall be without pay.

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

C. Where a justifiable reason exists and requirements of the service will permit, an employee shall be granted a Leave of Absence in writing for a period not in excess of ninety (90) days. Under such Leaves the employee shall retain and continue to accrue seniority. Copies of the approval shall be forwarded to the Personnel Department and the Airline Representative of the Union. Such Leaves may be extended for additional periods not to exceed thirty (30) days when approved in writing by both the appropriate supervisor and the Airline Representative. During such extension the employee will retain, but not continue to accrue seniority except where the Leave of Absence has been granted because of health, injury, or special assignment by the Company, in which case seniority shall accrue during the entire period of the Leave. No Leave for sickness or injury may exceed a total continuous period of three (3) years. Military, Maternity and Medical Leave shall be excluded from the ninety (90) day limitation as set forth above.

D. Medical Leaves of Absence will be granted for pregnancy. Employees shall be granted Family Medical Leave and Medical Leave in accordance with System Regulations. Employees who are required by their physicians not to work will be considered on Medical Leave of Absence during pregnancy. Employees who are granted Leave will be required to return to work within sixty (60) days after the birth of the child, or of a miscarriage, unless an extension is granted. Said extensions may not exceed an additional thirty (30) days. At the conclusion of her Leave the employee will be returned to her former position unless it has ceased
to exist or is filled by a more senior employee who has exercised
displacement rights, in which case the employee will exercise her
seniority in accordance with the terms of the Agreement. Employees who
are granted maternity leave shall retain but not accrue seniority for the
period of her Leave in excess of ninety (90) days.

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

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

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

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

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

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

1. Each month, the Company will supply AMFA with a list
of employees who received wages and benefits, covered by this
Agreement, during the previous month. In addition to the amount of
reimbursement for wages, an additional payment in the amount of forty-
five point two five percent (45.25%) shall be added for those fringe
benefits accrued by the employee while on Association business.

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

3. Employees on the Association Negotiating Committee
will be covered under this paragraph. While in negotiations, members of
an Association Negotiating Committee will be on Association business.
Employees covered under this paragraph, J.3., will be considered on day
shift with Saturdays and Sundays off during periods of actual
negotiations or voting in conjunction with negotiations. Their work week
will start and end at midnight between Friday and Saturday. However, if
the negotiations are scheduled for more than thirty (30) days apart, the
employee should return to his normal work schedule.

4. Authorized Association business will be requested by
the National Director or the Airline Representative through written
notification to the Assistant Vice President of Labor Relations.

5. Employees accepting full time employment with the
Union as representatives of employees covered by this Agreement shall
be granted Association business leave in accordance with this paragraph. Thirty (30) calendar days after termination of his employment with the Union, the employee shall report for work or forfeit his seniority.

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

1. When it becomes necessary to reduce staff by furloughing employees, an employee with more company service who would not otherwise be furloughed may, at the Company’s discretion, be granted a leave of absence of up to two (2) years to enable employees with less company service to work.

2. Employees with more company service, accepting a leave in lieu of furlough (LILOF) under the circumstances described above, will retain limited on-line travel privileges as outlined in System Regulations.

3. Under such leaves the employee shall retain and continue to accrue seniority.

4. Employees involuntarily furloughed and/or those on an approved LILOF, who would have subsequently been furloughed, are not eligible for this type of leave.

5. LILOF may be granted upon written request and will be considered in seniority order. Copies of the approval shall be forwarded to the Personnel Department and to the appropriate Airline Representative of the Union.

6. Employees covered by this Agreement shall, upon return from an authorized LILOF, be returned to the bid location from which they left and the position (shift and days off) they held at the time they left on said leave.
7. If a shift realignment takes place while an employee is on an approved LILOF, it is the obligation of the employee to keep his manager/supervisor informed of his preference for position(s). Failure to do so will result in the employee, upon return, being assigned to a position (shift and days off) until the next realignment.

8. Employees covered by this Agreement shall be exempt from the provisions of Article 11.I above, and may seek any gainful employment during the leave. All other provisions of Article 11 will apply.
Article 12, Training

A. Hours spent in training, or in traveling to and from training, shall be treated the same as hours spent at work for all purposes under the Agreement. Travel time will be based on published travel time, plus two (2) hours each way.

B. Employee may, with Company approval, volunteer to attend non-required training without pay.

C. When an employee attends training away from his station he shall be entitled to actual and reasonable expenses, as substantiated by receipts, as defined in System Regulations or Divisional guidelines.

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

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

F. The following procedures will be used to select an OJT:

   1. A selection committee will be assembled to review the potential trainers. The selection committee will be composed of an equal number of Union and Company appointed employees.

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

      a. Classification Seniority

      b. Qualifications
c. Completion of a Company and Union generated Training Skill assessment.

3. The OJT must have competently performed the work for which he is training. He shall have at least two (2) years of basic classification seniority. In the event there are no candidates meeting the two year minimum requirement or the candidate(s) that met the two year requirement did not meet the criteria for selection, then candidates meeting the following criteria will be considered.

   a. For aircraft maintenance, four (4) years of heavy transport maintenance experience.

   b. For GSE, Facilities, and Fleet Service, four (4) years of applicable job experience.

4. A trainer will be paid the training premium over and above his normal rate of pay.

5. While performing the training duties, a trainer will continue to accrue seniority in his basic classification.

G. If there are insufficient OJT trainers at the station or on the system willing to perform the training a management trainer may perform on the job training duties.

H. If an employee is scheduled for training for one (1) week or more, his work week will be modified from his regular schedule. He will be notified of his training by management. For example, for a one (1) week class he will go to training Monday through Friday and have the preceding Saturday and Sunday off.

I. The Company will make every reasonable effort to schedule employees for training within the employees normal work schedule. However, the employee can be scheduled to attend training off shift with a minimum of seven (7) days notice and out of the station with a minimum of fourteen (14) days notice. Once an employee is scheduled for training, they will be required to attend unless the training would cause an extraordinary hardship at that time. The manager shall work with the
employee on rescheduling such requests on a case by case basis and will exercise managerial discretion in making the decision. **No employee shall receive less pay than he would normally receive when he attends classes on his regularly scheduled work day(s) or work week.**
ARTICLE 13, VACATIONS

A. The calendar year will be used to compute vacation allowances. Employees shall accrue vacation credits based on their length of service with the Company under this Agreement on the basis of the scale set forth in “B” below. Vacation credits shall be accrued for each month of employment prorated on the basis of the number of straight time hours worked. No vacation credits may be earned in other ways except that the Company may, at its discretion, approve personal leaves of absence up to eighty (80) hours per month with accrual for those hours not worked. Vacation credits will be compensated for at the employee's base rate of pay.

B. 1. On completion of one (1) year 6.67 hours
   On completion of four (4) years 10.0 hours
   On completion of ten (10) years 13.34 hours
   On completion of eighteen (18) years 16.67 hours
   On completion of twenty-four (24) years 20.00 hours

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

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

C. Vacation Scheduling/Bidding
1. On October 1 of each year, employees will be notified of the amount of vacation they should be entitled to bid during the forthcoming calendar year, and all employees will bid for their vacation preference in weekly increments during the months of October and November according to their Company seniority, by classification at each bid location, on each shift, at each station. The shift for bidding purposes will be determined based on the employee’s shift on October 1. Leads will bid vacation separately from the basic classification, and all Lead shifts will be bid together by bid location, at each station. In locations with ten (10) or less employees, all classifications may be combined for bidding purposes. An employee shall make his selection in person or by proxy according to his assigned appointment time, or he shall forfeit his right to select in turn and shall follow the last employee who has selected. Such appointments will be a two (2) hour period scheduled during their normal shift hours including days off. First round appointments will be posted at least seven (7) days in advance. Any subsequent round appointments will be made at the time of bidding. In each classification, if there are four (4) or less on a shift, all shifts may be combined for the bidding of vacation. Approved vacation selections will be posted at the various stations by December 21, and once posted a senior employee will not be permitted to take a vacation already assigned a junior employee. Ten (10) hour shift employees shall take their vacation in four (4) day increments and the employee shall be charged ten (10) hours for each vacation day paid.

2. a. Vacation will be granted at time(s) most desired by employees, based on Company seniority by classification, but the right of allotment of any vacation period is reserved to the Company in order to insure the orderly operation of its business. For allotment purposes, no month or week within the year will be blocked from vacation selection.

b. When the total accrued vacation weeks to be bid as outlined in paragraph C.1 above exceeds full bid line(s) increments (52 weeks), the Company will open an additional full bid line (52 weeks) for vacation bidding. However, after the initial bid has
closed, open weeks in the last line may be blocked, with exception
of one week per month regardless if it is bid or vacant.

c. Full line vacation weeks that were not bid as outlined
in paragraph C.1. above will remain available, but must be bid in
writing more than 14 days prior to the start of the vacation week.
Fourteen (14) days or less prior to the start of an un-bid vacation
week the time will only be available as DAT vacation per paragraph
C.5.b. below.

3. A vacation period shall not be less than a work week. There
will be three (3) vacation bidding rounds. Vacation bidding for the
first and second rounds will consist of one (1) block which shall be
consecutive weeks. In the third and final round, an employee will
be allowed to split his remaining vacation hours for any weekly
increments still available to bid.

4. An extra day will be added to an employee's vacation
accrual if a paid holiday falls within his vacation period.

5. a. Vacation shall commence with shift change closest to
twelve (12) midnight on the first day of an employees scheduled
work week as defined in Article 5.B.1 and B.2, which is closest to
the beginning of the bid vacation week.

b. An employee may take // additional days of vacation
he holds // at the beginning or end of his vacation period, Those
additional days may not exceed three (3) days for eight (8)
hour employees and two (2) days for ten (10) hour employees.

c. Employees may use day at a time vacation, subject to
the approval of their supervisor. Requests for DAT vacation will
be on a first-come, first-served basis, and no request may be made
more than fourteen (14) calendar days in advance of the day
requested. The supervisor shall notify the employee if he can have
the day off no later than four (4) calendar days prior to the day
requested unless mutual consent by both parties. If two (2)
employees request the same day off on the same day, Company
seniority shall govern.
6. Employees will be allowed to donate earned vacation to another employee to use as paid time off for a catastrophic event subject to management approval.

D. Cancellations

1. If any employee changes shifts, bid locations or classifications, and his previous vacation period cannot be covered by a relief schedule employee and/or the selection conflicts with the interest of the service in connection with his new position, he shall select a new vacation period or with Company approval place his vacation in accrual even though it may exceed the three (3) year limit.

2. If a vacation period is cancelled, in writing by the Company, the employee may select an open vacation period which shall not be cancelable or may place his vacation in accrual even though it exceeds the three (3) year limit, however, it must be taken prior to the end of the following calendar year. If a vacation period is cancelled in writing by the Company, at least two (2) weeks notice must be given, except in the case of an emergency as set forth in Article 4, P.1. The employee must submit his time card(s) covering his vacation period at least two (2) weeks in advance of the start of the vacation period.

3. Employees will, with Company approval, be allowed to cancel their vacation periods provided they give notice in writing to their supervisor at least fourteen (14) days prior to the beginning of their vacation period.

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

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

F. In the event of death of an employee who has completed twelve (12) months of service, payment will be made to his estate for all accrued vacation.

G. At the time the employee is given a lay-off notice, he or she may notify the Company, in writing, within seven (7) calendar days if he desires to receive his vacation pay. If no notice is given he will receive payment for accrued vacation at the first pay period occurring 90 days after the last day worked.

H. Employees who are on a scheduled vacation week, exclusive of RDO’s, are not eligible for overtime, field trips, CIMF or trades.
ARTICLE 14, SICK LEAVE

A. Accrual

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

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

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

4. On October 1, when vacation accrual is posted, the amount of sick leave accrued shall also be posted.

B. Sick Leave Pay

1. Payment for sick leave shall be based on the employees’ regular straight time rate multiplied by the number of hours he is scheduled to work each day. However, there shall be deducted from such payment weekly indemnity available under the Company Group Insurance Plan, or in the case of injury on duty under Workers’ Compensation Insurance, applicable to the same period of absence.
Workers’ Compensation will be charged against sick leave on a pro rata basis.

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

3. Employees will request payment for sick leave or injury in writing on a form provided by the Company. Sick leave with pay will be granted only in case of actual sickness or injury. No paid sick leave will be granted for injury or sickness resulting from attempted suicide and the use of alcoholic beverages (except for a Chemical Dependency Program).

4. Routine dental and physical examinations will not be considered a basis for paid sick leave. However, one (1) day per twelve (12) month period will be granted for an annual physical examination, provided the employee substantiates the usage with a doctor’s slip, and has given at least five (5) days advance notice to his immediate supervisor. Annual physical examination time off will be granted subject to the needs of the operation. Routine dental examinations mean checkups, cleanings, fillings, x-rays, etc. Emergency dental needs shall be considered for paid sick leave. Urgent and/or emergency dental treatment which results in the employee being impaired and unable to return to work and perform the duties of his job will be considered non-routine and eligible for paid sick leave.

5. Only days absent due illness of the employee shall be paid for from such allowed sick leave, except that sick leave of up to forty (40) hours in each calendar year will be allowed an employee due to serious illness or hospitalization of his or her spouse or dependent child where he can show that such leave is necessary. Serious illness shall be defined as those situations where the spouse or dependent child is medically incapacitated and shall be considered to mean time for the employee to care for the spouse or dependent child. The Company may require verification in writing of such incapacitation. The four (4) days in each year for children may be expanded by Company policy or law. (For current information on Company policy, please contact Employee Benefits-SEAHB.)
C. Sick Leave Reporting

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

2. Employees may be required to furnish the Company with a doctor’s verification in writing to substantiate absences due to illness or injury when:
   
   a. An employee has any single absence of (3) three days or more.
   
   b. An employee has more than six (6) absences in a (12) twelve month period. (One [1] absence is defined as one [1] or more consecutive days of illness or injury.)
   
   c. At any time the facts and circumstances surrounding a sick call or an attendance record indicates abuse of sick leave.

   The employer’s written notice of the requirement for a written doctor’s verification must be on an individual basis prior to further paid sick leave. A doctor’s verification for an illness or injury shall be accepted as justification for sick leave pay.

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

D. Occupational Injury Leave

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

2. The leave shall be expended on the basis of one hourly increments for time absent from work and shall compensate the individual for the difference between Workers’ Compensation and regular straight time rate (including licenses and longevity, but excluding overtime).

3. After the exhaustion of said leave, an employee may utilize accumulated sick leave on a prorate basis.

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

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

G. Employees will be allowed to use forty (40) hours sick leave with pay or, for part time employees, the number of hours in their current scheduled work week, when it is necessary for the employee to be absent due to a death in the immediate family. Immediate family shall be defined as father, stepfather, mother, stepmother, spouse, sister, brother, child, stepchild, grandparents, grandchild, mother-in-law or father-in-law of the employee.
ARTICLE 15, TRANSPORTATION

A. 1. Employees covered by this Agreement will be granted the same transportation privileges on the Company system as may be established by Company regulations for all personnel. The service charge will be the same as for other employees of Alaska Airlines.

2. All AMFA employees that are qualified to ride jump seat shall have jump seat authorization in accordance with applicable laws and regulations.

B. The Airline Representative and National Officers of the Union will be furnished with free annual positive space over the Company’s system during their term of office for use when needed in connection with Union business related to this Agreement. The Local Executive Councils of the Union will be furnished with space available transportation. Employees officially representing the Union as a member of the contract negotiating committee shall receive on-line, company business, positive space (without displacing a revenue passenger), service charge waived passes for the purpose of traveling to and from negotiating sessions.

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

   a. Employees bidding to another station shall be provided with on-line, space available transportation of personal effects up to 10,000 pounds at no cost to the employee.

   b. Employees transferring to another station located in excess of 50 miles from the currently assigned station to avoid lay off resulting from a reduction in force which results in a change to the employee’s physical address registered with the Company shall have the option to be provided with:

      i. on-line space available transportation of personal effects up to $15,000 pounds at no cost to the employee, or
ii. to receive a lump sum payment of $6000.00 after taxes with the next scheduled pay cycle following official notification of intent to move. Should the employee not move within 90 calendar days (unless extended by the divisional Vice President), the lump sum payment will be returned to the Company in full within 30 calendar days.

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

2. Employees will be allowed a reasonable period, not to exceed ten (10) working days, between the time they are relieved of their duties until they are required to report at the new location. Such period shall be without pay and shall be established in advance and be dependent upon the means of travel.
ARTICLE 16, GRIEVANCE PROCEDURE

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

1. The Association will be represented by not more than one (1) properly designated Shop Representative in each department or shop at each point on the system on each shift where necessary.

2. The Association will be further represented at each point where a Local exists by an Airline Contract Committee, consisting of the Airline Representative and two (2) members elected by the local membership. This committee will deal with officials of the Company.

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

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

5. The Airline Representative(s) of the Association or his designee shall be permitted at any time, to enter shops and facilities of the Company for the purpose of investigating grievances and disputes arising under this Agreement after contacting the Company supervisor in charge and advising him of the purpose of his visit. Such visits shall not be used to call meetings during work periods that interfere with routine production of employee.

B. For the presentation and adjustment of disputes or grievances not involving discipline (covered by Paragraph C. of this Article) or discharge of employees, the following procedures will apply.

The Shop Representative and/or employee will discuss the matter with the employee's immediate supervisor and endeavor to arrive at a satisfactory settlement of the matter. If the matter remains unsettled, the procedure shall be as follows:
Step 1: Any employee or employees having a complaint or grievance in connection with the terms of this Agreement shall within fourteen (14) calendar days of the occurrence, or fourteen (14) calendar days of reasonable first knowledge thereof, present his claim or grievance to his Shop Representative and the employee's manager, or in his absence a designee, on a standard grievance form. The Shop Representative and manager, or in his absence a designee, shall meet within seven (7) calendar days from the day the manager, or designee, receives the grievance, and every effort shall be made to arrive at a satisfactory adjustment of same. The manager or designee will give his decision in writing to the Shop Representative and Grievant, with a copy to the Airline Representative, within five (5) business (Monday-Friday, exclusive of holidays) days after the meeting.

Step 2. If the Shop Representative or employee is not satisfied with the decision rendered in Step 1 above, the Airline Representative may appeal the decision to the Vice President of his division or his designee within twenty (20) calendar days of the date of the decision rendered in Step 1. A meeting will be held within ten (10) calendar days and a decision rendered by the Vice President or his designee within five (5) business days. In the event the issue(s) is not settled satisfactorily the grievance may be appealed to the System Board of Adjustment for determination as provided in Article 17.

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

1. No employee who has completed his probationary period will be disciplined to the extent of loss of pay, suspended or discharged without first being advised of the charges and extent of discipline, in writing with a copy to the Airline Representative within fourteen (14) calendar days of the alleged incident or fourteen (14) calendar days of reasonable first knowledge of the incident. The fourteen (14) calendar days does not include days in which the employee is not available due to vacation, Workers’ Compensation time off, leave of absence, sickness, etc. Not later than five (5) business days after receipt of the above notice, the employee may request a hearing and such hearing will be conducted not later than five (5) business days after the employee's
request. The employee may be represented at such hearing by the Airline Contract Committee and/or the Airline Representative. The Company representative conducting such hearing shall not be the person preferring the charges. Oral and written evidence may be introduced at such investigations and hearings and witnesses may be required to testify under oath. In case of a hearing involving an employee’s past record, the employee and the Association may examine the employee’s personnel record prior to such hearing. During the above procedure the employee may be held out of service pending the decision of the hearing. With the exception of investigations of potential unlawful activity (for example, theft, intoxication, fighting, etc.) or situations that pose a threat to the safety of the workplace, an employee held out of service by the Company will be withheld without loss of pay pending completion of the hearing.

2. Within five (5) business days after the close of such hearing, the Company shall render its decision in writing and shall furnish the employee and his accredited Airline Representative a copy thereof. If the decision reached as a result of the hearing is not satisfactory or if the decision is not forthcoming within the five (5) business day period, the case may then be appealed to the System Board of Adjustment for determination as provided in Article 17.

3. If, as a result of any investigation, hearing or appeals, it is found the suspension or discharge was not justified, the employee shall be reinstated without loss of seniority and made whole for any loss of pay he suffered by reason of his suspension or discharge and his personnel records shall be corrected and cleared of such charge. If the decision rendered by the hearing results in the removal of the employee from the payroll such removal shall begin immediately after the decision. The time an employee may have been held out of service prior to the decision will be considered as part of the discipline. In determining the amount of back wages due an employee who is reinstated as a result of the procedures outlined in this Agreement, the maximum liability of the Company shall be limited to the amount of normal wages he would have earned at straight time pay in the service of the Company had he not been discharged or suspended.
D. If any dispute is settled in any of the steps as outlined in Paragraphs B. or C. above, the Association shall so advise the Company, in writing, within five (5) business days of the receipt of said decision.

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

F. The time limits set forth in this Article may be extended by mutual agreement.

G. Non-compliance with the time limits set forth in the grievance procedure as outlined shall result in the granting of the grievance, if by the Company, and the denial of the grievance if by the Association or the aggrieved.

H. Shop Representatives and local Airline Contract Committeemen will be permitted after reporting to their supervisor, a reasonable amount of time during working hours to investigate or present grievances without loss of pay. In the event it is necessary to go to another shop they will report in with the supervisor of the other shop.

I. Necessary hearings and investigations called by the Company shall, insofar as possible, be conducted during regular business hours and all Shop Representatives, local Airline Contract Committeemen and witnesses necessary for a proper hearing or investigation will be compensated at straight time rate for all time spent attending such hearing or investigation.
J. Disciplinary letters not involving a suspension in an employee’s personnel file will be removed from the personnel file and will not be utilized for the basis of further disciplinary action if there have been no further discipline letters within one (1) year. All letters of discipline in an employee’s personnel file will become null and void and removed from the personnel file if a two (2) year period has passed during which the employee receives no additional disciplinary letters.

K. No employee will be discharged, suspended or disciplined without just cause.

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

2. Settlements of complaints and grievances will not, unless expressly so stated in writing and approved by the Aircraft Mechanics Fraternal Association and the Company, be of any value in the interpretation of this Agreement, nor will they set or be of any value as precedent for the handling of other similar matters, and they will be without prejudice to either the position of the Company or the Association on the issues raised.

3. This paragraph L., shall not apply to System Board decisions.
ARTICLE 17, SYSTEM BOARD OF ADJUSTMENT

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

B. The Board shall be composed of a Company member, an Association member and a neutral referee selected by the Company and the Association. Unless the Company and Aircraft Mechanics Fraternal Association agree upon a combination of cases to be presented, each case presented to the Board shall be treated as a separate case.

C. The Board shall have jurisdiction over disputes between any employee or employees covered by this Agreement and the Company growing out of grievances or out of interpretation or application of any of the terms of this Agreement. The jurisdiction of the Board shall not extend to proposed changes in hours of employment, basic rates of compensation or working conditions covered by this Agreement or any Amendment hereto.

D. The Board shall consider any dispute properly submitted to it by the authorized representative of the Association, or by the Representative of the Company. Disputes introduced by the Association shall have been processed in accordance with the terms provided for in this Agreement, under Grievance Procedure, Article 16.

E. All disputes properly referred by the Association to the Board for consideration shall be filed with the Company's Vice President in charge of Labor Relations by a Notice of Appeal which must be postmarked within thirty (30) days after final decision in the last step of the grievance procedure set forth in Article 16. A copy of the submission as defined below will be included with the notice of appeal sent to the Company’s Vice President in charge of Labor Relations. All disputes properly referred by the Company to the Board for consideration shall be filed with the Aircraft Mechanics Fraternal Association Airline Representative of
the Local by a Notice of Submission which must be postmarked within thirty (30) days after the Vice President in charge of Labor Relations knew or should reasonably have been expected to know of the cause giving rise to the dispute. At the time of the Three (3) Person Board hearing, the party referring the dispute will submit to the Board a statement of the case which shall include:

1. Question or questions at issue.
2. Statement of facts.
3. Position of employee or employees and relief requested.
4. Position of Company and/or Association.

F. Employees covered by this Agreement may be represented at Board hearings by such person or persons as they may choose and designate, in conformance with the constitution of the Association. The Company may be represented by such person or persons as they may choose and designate. Evidence may be presented either orally or in writing, or both.

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

H. 1. The Board shall meet and consider each Grievance properly appealed to it at a time and place set by mutual agreement of the parties no later than one hundred twenty (120) days subsequent to the proper submission of a case to the Board as set forth in paragraph E. above. If either the Company or the Union consider the matter of sufficient urgency and importance, the Board shall meet not more than sixty (60) days after request of either party in accordance with the provisions of paragraph E. above. If either party fails to appear, the grievance shall be deemed settled in favor of the other party.

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

3. a. The Company and the Association shall meet
periodically to agree upon the selection of neutral members to sit with
the Board in the consideration and disposition of pending cases and to
establish mutually agreeable hearing dates. If by the time a case is
scheduled for hearing date(s) no agreement has been reached on the
neutral member, then either the Company or the Association may direct
a request to the Chairman of the National Mediation Board for the
appointment of a panel of five (5) neutral members from which the parties
shall select.

b. The parties will maintain a mutually agreed
upon panel of seven (7) arbitrators from which the neutral member will
be selected. In the event this number is deemed insufficient to satisfy the
requirements in H.1. above, the parties shall meet and select additional
panel members.

4. The selection of a neutral shall be by alternately striking
nominees from the panel. The initial strike shall be determined by
flipping a coin. If the neutral thus chosen is not available during the 120-
day period set forth in H. above, the neutral next below him on the list
shall be contacted, in turn, until an available neutral is secured (bottom
rotates to top). If no neutral is available in the 120-day period, the first
available shall be selected.

5. Upon the selection or the appointment of a neutral
member, the appealing party shall forward a copy of the submission to
the neutral member. All subsequent documents to be filed with the
Board shall be addressed to all three (3) members of the Board.

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

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

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

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

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

M. The Company Board member and the Association Board
member, acting jointly, shall have the authority to call witnesses and to
incur such other expenses as in their judgment may be deemed
necessary for the proper conduct of the business of the Board, and such
expense shall be borne one-half (½) by each of the parties hereto. Board
members who are employees of the Company shall be granted
necessary time for the performance of their duties as Board members.
Board members shall be furnished positive space transportation over the
lines of the Company for the purpose of attending meetings of the Board,
to the extent permitted by law.

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

O. Either party may withdraw a grievance at any time, and this shall
not set a precedent on the merits of grievances

P. All time limits in this Article may be extended due to a
substantiated emergency such as an accident, death or serious illness,
or by mutual agreement.
Q. Expedited Arbitration

1. Company and Association representatives will meet quarterly to identify specific cases which the parties agree to arbitrate under the expedited rules contained in this Article.

2. The parties shall agree to both a date(s) and a neutral referee to hear these cases under the expedited rules.

3. No discharge or suspension case may be heard under this procedure.

4. All decisions will be final and binding in the same manner as if the case had been heard and decided under the normal application of this Article.

5. All decisions will be without precedent.

6. Each party will be limited to a maximum of two (2) hours of presentation in each case. This includes opening statement, direct, cross, re-direct, re-cross, summation, etc. Each party may decide how to allocate it's own time. A stopwatch system will be employed.

7. No transcripts will be taken.

8. No written briefs may be filed.

9. Decisions will be rendered without opinions within three (3) work days of the close of the hearing.

10. Executive sessions may be waived by mutual agreement, but if conducted will be limited to thirty (30) minutes per case.

11. A Company appointed Board member and a Union appointed Board member will hear these cases with the neutral referee.

12. The parties will meet after each expedited case session to discuss the mutual benefit of adding to, deleting from, or
amending these rules to further expedite the proper resolution of case.
ARTICLE 18, SAFETY AND HEALTH

A. Employees entering the service of the Company may be required to take a physical examination specified by the Company. The cost of such examination will be paid for by the Company. Thereafter the Company may request an employee to submit to further physical examination during the course of his employment or recall to service after a lay-off due to reduction in force. The cost of such further examination shall be paid by the Company. If it becomes necessary to hold an employee out of service due to his physical condition, the employee shall have the right to a second opinion with a health care provider of his choice. The employee will be responsible for any cost incurred (not covered by the employee's insurance) in obtaining the second opinion. The Union will, on the employee's request be fully informed of the circumstances and every effort will be made to return the employee to service at the earliest possible date.

B. The Company agrees that our highest priority is the safety of the employees and the general public. The Company agrees to maintain safe, sanitary and healthful conditions in all work areas, and to maintain on all shifts emergency first aid equipment. It is understood that this does not require the Company to maintain a nurse or doctor to fulfill the requirements of the foregoing clause.

C. The Company agrees to furnish good drinking water and sanitary fountains; the toilets and washrooms will be kept in good repair and in a clean, dry, sanitary condition. Employees will cooperate in maintaining the foregoing conditions. Shops and washrooms will be lighted and heated in the best manner possible consistent with the source of heat and light available. Individual lockers will be provided for all employees where space is available. Upon written request, from the Airline Representative(s), to the Safety Division, the Company and Union will meet to evaluate whether the conditions of this provision are being met.

D. No employee will be required to work under unsafe or unsanitary conditions. In order to eliminate as far as possible accidents and illness, a joint safety committee composed of an equal number of Union representatives and Company representatives will be established at each location on the system, where employees covered by this Agreement are employed. It shall be the duty of the Safety Committee
to determine if applicable State and Municipal safety and sanitary regulations are complied with, and to make recommendations for the maintenance of appropriate safety and sanitary standards. The committee members shall receive and investigate complaints regarding unsafe and unsanitary working conditions, and shall meet on a monthly basis to make recommendations concerning such complaints.

E. The Company shall furnish all necessary safety devices for employees working on hazardous or unsanitary work, and employees will be required to wear such devices in performing such work. The Company will make a pair of knee pads available to an employee upon request. Replacements will be provided to the employee at one-half (1/2) the cost upon his turning in the worn out or damaged knee pads. The Company will make hearing protectors available to all employees.

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

G. Employees injured while at work shall be given medical attention as promptly as reasonably practical. The Company shall secure or direct round trip transportation for any initial emergency medical attention required.

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

In Seattle:

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

In Anchorage:

- 3 Arctic Parkas - two large, one medium

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

I. All employees will be required to wear a standard uniform, which may vary from station to station and between job classifications. The Company will furnish the uniforms at no cost to the employee and provide either all cleaning of required items, or a cleaning allowance of \text{$/10$} dollars ($10.00) per month per employee, at the option of the Company. Uniforms shall not be modified or altered in any way. The employee, through payroll deduction, shall authorize and reimburse the Company for any intentionally damaged, modified or lost uniform. The Company shall provide and approve an AMFA patch which will be attached to all uniforms. The size of the patch and the patch’s placement shall be at the discretion of the Company.

J. The Company will provide parkas and gloves for all Alaska based employees on an individual basis. Such clothing shall remain the property of the Company and shall be of a quality equal to that in use on the effective date of this Agreement. The Company will meet with the local Airline Representative to review the condition of the parkas prior to each winter’s operation.

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

L. The Company may establish reasonable personal standards for appearance and safety.

M. Personnel required to perform the servicing of the Aircraft lavatories will not be utilized to clean the interior without being given a reasonable opportunity to clean up.

N. Aircraft Accident and Incident Investigation
The Company will include an AMFA representative in their emergency response notification system. AMFA must provide the Company with their twenty-four (24) hour contact information.
ARTICLE 19, SEVERANCE ALLOWANCE

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

B. Service Requirements

If employee has completed: He shall receive:

- 2 years but less than 3 years of service: 2 weeks severance allowance
- 3 years but less than 4 years of service: 3 weeks severance allowance
- 4 years but less than 7 years of service: 8 weeks severance allowance
- 7 years but less than 10 years of service: 9 weeks severance allowance
- 10 years but less than 11 years of service: 10 weeks severance allowance
- 11 years but less than 12 years of service: 11 weeks severance allowance
- 12 years but less than 13 years of service: 12 weeks severance allowance
- 13 or more years of service: 13 weeks severance allowance

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

D. Disallowance -- Severance allowances shall not be paid when the employee:
1. is discharged for just cause, retires or resigns.

2. has his employment temporarily interrupted because of a strike or picketing of Company premises, an act of God, a national war emergency, revocation of the Carrier's operating certificate(s) or grounding of the Carrier's aircraft by governmental order.

3. fails to exercise any seniority, bumping, or transfer rights afforded him under this Agreement to remain in active service with the Carrier, or accepts other employment offered by the Carrier.

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

F. An employee who has received a severance allowance under this Article and who has been recalled to work under the provisions of this Agreement and whose employment is again involuntarily interrupted under conditions which entitle him to severance allowance shall be paid the amount specified for his total years of service with the Carrier. For any employee accepting a recall to a temporary job (less than sixty (60) calendar days) this paragraph will not apply.
ARTICLE 20, RETIREMENT PLAN

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

A. Effective March 1, 1978 and applicable only to employees retiring after this date:
   1. Employees participate after one (1) year of service, retroactive to date of hire.
   2. Effective June 25, 1999, for active plan participants, benefits paid at retirement age shall be as follows:
      a. For service earned prior to January 1, 1999, the monthly benefit shall be equal to one and four-tenths percent (1.4%) of the employee’s “average pay” for the period of five (5) calendar years beginning January 1, 1994 and ending December 31, 1998, multiplied by “credited service” divided by twelve (12). (“Average pay” for a calendar year will be the Participant’s “basic hourly rate” multiplied by 2080 hours.)
      b. Effective January 1, 1999, benefits paid at retirement age shall be one and four-tenths percent (1.4%) of the employee’s basic monthly average wage, multiplied by the number of years of service, per month.
      c. “Basic hourly rate” shall be the average determined by dividing the participant’s straight time earnings for a plan year (including longevity and license premiums where applicable) by the number of straight time hours worked by the participant during such plan year.
      d. “Basic Monthly Wage” shall be defined as the employee’s basic hourly rate of pay (including longevity and license premiums) multiplied by 173. “Basic Monthly Average Wage” shall be defined as the average of the employee’s basic monthly wages during his active service with the Company after January 1, 1999.
3. Former Alaska Coastal and Cordova employees shall commence their years of service effective March 1, 1968.

4. Retirement Age shall be:
   a. Normal - 62 (not actuarially increased for later retirement)
   b. Early - 60 (actuarially reduced below 62)
   c. Early with 6 months written notice - 55 (actuarially reduced below 62)

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

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

C. It is hereby agreed that the full text of the Plan dated October 1, 1962 will incorporate the basic provisions herein outlined. A copy of the Plan Document will be furnished to the Aircraft Mechanics Fraternal Association Administrative offices, who will be furnished with a copy of the annual actuarial report covering the plan. It is understood that AMFA shall bear no fiduciary responsibility under the plan.

D. Booklets explaining the plan will be distributed to all eligible employees.

E. Employees retiring may continue participating in the Group Medical Plan under this Agreement for themselves and their dependents at their own expense until they are eligible for Medicare.

F. Employees required to terminate their employment with the Company due to physical disability shall be eligible for retirement benefits on an actuarially reduced basis subject to the following requirements:
1. Mental or psychological disorders, alcoholism, self-inflicted injuries, or injuries sustained in the commission of a crime shall not qualify.

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

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

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

G. Effective August 1, 1999, employees shall be entitled to participate in a 401(k) plan established by the Company subject to the terms and conditions of such plan. The Company will match the participant's pre-tax contribution to the 401(k) Plan maintained by the Company, at the rate of fifty cents ($0.50) for each one dollar ($1.00) contributed by the employee, up to a maximum employee contribution of six percent (6%). All Company matching contributions will be used to purchase shares of Alaska Air Group Common Stock.

H. Eligible AMFA employees who are active participants of the Retirement Plan for MRP Employees on December 31, 2006, may elect (on a one-time only basis) to continue their participation in that plan and their current 401(k) matching formula OR elect to freeze their benefit accrual under the MRP Retirement Plan as of December 31, 2006, and become eligible for an enhanced company matching contribution under the COPS/MRP/Dispatch 401(k) plan, effective January 1, 2007, that provides a company contribution of 3% of eligible compensation (in cash) plus a 50% company matching contribution (in Alaska Air Group stock) of up to the first 6% of participant's pre-tax contributions (maximum
company contribution, including match, is 6% of eligible compensation). Participants who elect to freeze their benefit accrual under the MRP Retirement Plan will receive no additional credited service in that Plan after December 31, 2006.

I. AMFA employees who are eligible for participation in the COPS/MRP/Dispatch 401(k) plan and who are not active participants of the Retirement Plan for MRP Employees as of October 17, 2005 will be provided the 3% company contribution and 50% matching contribution described in H above as soon as administratively practicable after October 17, 2005.

J. Effective October 17, 2016, AMFA employees participating in the 401K plan shall be entitled to an additional matching contribution in cash equal to 50% of up to an additional two percent (2%) of the participant's deferrals "i.e. maximum employee contribution to receive all Company match as of October 17, 2016 is eight percent (8%) of an employee's deferrals, and the match will be a maximum of 4% of eligible compensation".

K. Retiree Medical Coverage: At age 62, an employee's unused sick leave may be used to offset monthly health care contributions during the period in which the employee and his spouse and/or eligible dependents, if any, is/are eligible for retiree health care coverage, up to Medicare eligibility, and for a maximum of five (5) years.

1. Amount of Available Credit: Sick leave may be traded for continued medical coverage as provide in Article 20, at the rate of twenty (25) hours of sick leave accrued per one month of medical coverage.

2. Retirement at Age 62:
   a. Available credit will be used upon retirement at age 62 to offset the monthly health care contribution for the employee and spouse and/or eligible dependents, if any.
   b. If the retired employee dies or reaches Medicare age prior to the expiration of the five (5) year
period referred to above, any remaining credit will be used to offset the monthly health care contributions for the employee’s surviving spouse and/or eligible dependents.

3. Death Prior to Age 62: If an active employee dies prior to age 62, the available credit from his unused sick leave, calculated as provided in J.1 above will be used to offset monthly health care contributions for the employee’s surviving spouse and/or eligible dependents during the period the spouse and/or eligible dependents are eligible for COBRA health care continuation.
ARTICLE 21, GENERAL AND MISCELLANEOUS

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

B. Service records shall be maintained for all employees by the Company which may be reviewed by the employee upon request. An employee may review these files as well as the Supervisor’s Records of Discussion regarding job performance and attendance upon request. Nothing of a derogatory nature shall be entered into an employee's personnel file without first giving the affected employee the opportunity to sign such material and provide a copy of the material to the employee. When an employee covered by this Agreement leaves the Company for any reason, he will, upon request, be furnished with a copy of his service record. In case of investigations or hearings involving an employee's past record, the employee shall be furnished, on request, a copy of his record prior to such investigations or hearings.

C. All orders or notices to an employee covered by this Agreement involving a transfer, promotion, lay-off or leave of absence shall be given in writing. In the event of the lay-off of employees who have completed their probationary period, two (2) weeks notice shall be given by the Company and a copy of such notice shall be furnished to the Union Airline Contract Committee(s). In addition, each month the Company will furnish AMFA with a list showing the employees at each location in each classification.

D. Bulletin Boards will be provided by the Company in the vicinity of each time clock card rack assigned to employees covered by this Agreement at all Maintenance Bases for posting notices restricted to:

1. Notices of Union Recreational and social affairs;
2. Notices of Union elections;
3. Notices of Union appointments and results of Union elections;

4. Notices of Union meetings;

5. Notices from Aircraft Mechanics Fraternal Association specifically designated to be posted;

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

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

8. The Association may use an electronic bulletin board on the Company's intra-net system for posting notices of Association recreation and social affairs, elections, membership meetings, and official notices from the Association. Posted notices shall not contain anything of a defamatory or personal nature attacking the Company or its representatives or employees. Should the Association and the Company become involved in a labor dispute the Company may restrict the operation of the electronic bulletin board assigned to the Association.

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

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

G. Employees shall notify the Company in writing of their current address and phone number and notify the Company of any change within ten (10) days of such change.
H. Each employee covered by this Agreement shall be issued a printed, pocket-size copy of this Agreement. The booklet shall be printed and distributed within sixty (60) days of the signing of the contract. Each employee will be required to sign a receipt for his copy of the Agreement.

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

J. The Company agrees to pay employees on jury duty the difference between the jury pay actually received, exclusive of travel expense, and normal straight-time pay which would have been earned during the period of such duty. Employees selected for jury duty will be assigned to day shift with the preceding Saturday and Sunday off. Employees agree to return to work on those days when excused from jury duty prior to 12:00 noon.

K. Except in the case of unusual workloads, no more than eight (8) individuals from the following list of elected Association officials may attend regular monthly Local meetings which occur at their station while such officials are on shift: President, Vice President, Treasurer, Secretary, Airline Representative, Safety and Standards Chairman and Shop Representative(s). Such attendance shall be without loss of pay for a period of up to two (2) hours.

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

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

N. The Company shall have the right to establish and revise minimum required tool list for technicians.

O. The Company shall have the right to inspect an employee’s tool box and contents from time to time.
P. The Company may utilize Vendor fueling at all present and future locations to perform all fueling functions. At location where Vendor fueling is not used the fueling may be done by Technicians personnel.

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

R. The Company shall, on a monthly basis, provide the National Administration office of the Association an electronic copy of the corresponding records of all members in the class and craft covered by this agreement with the following information: current addresses or contact information on file with the company, employee number, current status (i.e. fulltime, part-time, date of leave of absence), and Dues check-off status for all employees covered under this agreement.

S. Alaska Airlines uses a video surveillance system to provide a safe and secure environment for employees and visitors, including customers, contractors and suppliers. The Company will have a video surveillance policy that will be accessible to employees. Should Alaska Airlines' video or information contained on the Alaska Airlines' video be relied upon to issue discipline, AMFA will be provided opportunities, upon each request, to review the video or information contained on the video prior to the Company issuing any discipline.
ARTICLE 22, INSURANCE

A. Group Insurance Plan - Effective October 17, 2016.

1. Medical Plan – (PPO and HMO)

   a. Eligibility: All active full time and part-time MRP employees, their spouse and dependents up to age twenty-six (26), and those age twenty-six (26) or older who are incapable of self-support because of a developmental disability or physical handicap provided proof of his or her incapacity is furnished to the Company or claims administrator within thirty-one (31) days of the date that the dependent’s coverage would normally terminate. A MRP’s spouse who has coverage through his/her own employer and who waives such coverage will not be eligible for Alaska Airlines coverage. When both a husband and wife work for the Company, there shall be coordination of medical insurance benefits for the spouses and other dependents (e.g. children), when both have elected coverage for each other and dependents. Newly eligible dependents must be enrolled in the plan within thirty-one (31) days after they first become eligible, or wait until the next open enrollment to be enrolled.

   b. Enrollment: Effective the first day of the month following the first full month of employment. Each year MRP employees will be allowed to select or change their enrollment in the PPO, or HMO plans during the November period for each subsequent calendar year coverage.

   c. Discontinuance: Last day of the month in which termination of employment takes place, subject to COBRA continuation rules. Coverage is subject to disability continuation as outlined in the employee benefits handbook.

   d. Contributions and Deductibles

      (1.) Contributions: The following schedule of contributions is as follows:
January 1, 2017 to December 31, 2017

PPO
Employee only $150.76/Mo.
Employee + Spouse $301.53/Mo.
Employee + Children $256.30/Mo.
Family $407.06/Mo.
HMO
Variable, See Paragraph // m Below

January 1, 2018 to December 31, 2018

PPO
Employee only $161.31/Mo.
Employee + Spouse $322.64/Mo.
Employee + Children $274.24/Mo.
Family $435.55/Mo.
HMO
Variable, See Paragraph // m Below

January 1, 2019 to December 31, 2019

PPO
Employee only $174.22/Mo.
Employee + Spouse $348.45/Mo.
Employee + Children $296.18/Mo.
Family $470.40/Mo.
HMO
Variable, See Paragraph // m Below

January 1, 2020 to December 31, 2020

PPO
Employee only $188.16/Mo.
Employee + Spouse $376.32/Mo.
Employee + Children $319.87/Mo.
Family $508.03/Mo.
HMO
Variable, See Paragraph // m Below

January 1, 2021 Thereafter
The 2021 rates will remain in effect until renegotiated with AMFA.
PPO
Employee only $203.21/Mo.
Employee + Spouse $406.43/Mo.

Employee + Children $345.46/Mo.
Family $548.67/Mo.

HMO
Variable, See Paragraph // m Below

At no point will the premiums exceed an 80/20 percent cost split with the Company, with the employee's portion of the premiums not exceeding 20 percent of the total cost of the Alaska Airlines Employees Health Care Plan.

(2.) Deductibles:

Individual In-network:
  250.00
Family In-network:
  500.00
Individual Out of Network:
  350.00*
Family Out of Network:
  700.00*

* If an in-network provider is available.

(3.) Out of Pocket Max

//

Individual In-network: //2000.00
Family In-network: //4000.00
Individual Out of Network: 3000.00*
Family Out of Network: 6000.00*

Seventy-five dollar ($75) emergency room deductible (waived if emergency due to accident or requires hospitalization).
All benefits shown below subject to the deductible unless otherwise stated.

Office visit co-pays for network physicians will be Twenty dollars ($20.00) per visit.

e. Co-Insurance: Plan pays 80% of covered, medically necessary, reasonable and customary expenses for the treatment of an illness or injury.

f. Surgical Schedule: Plan pays 80% or 60% (depending on plan and provider type) of usual and customary charges for covered expenses.

g. Maternity: Benefits for the MRP employee and his spouse shall be treated as any other illness under the surgical schedule.

h. **Chiropractic care shall be limited to 12 visits per person per calendar year. The number of visits will be increased to 24 visits per person per calendar year when prescribed by a medical doctor.**

i. Hearing Aid Expenses: Limited to three (3) thousand ($3000) every twenty-four months.

j. Substance Abuse: 80% or 60% (depending on provider type) at an approved treatment center.

k. Mental Health benefits will pay covered expenses for mental illness treatment, check your Employee Benefits Handbook for specifics. 

l. The Company will offer a carved-out prescription drug program, the co-pays will be the same as all other groups in the Alaska Airlines Employees Health Care Plan but no greater than the following.
Retail / Mail

1. Generic: $10 / 20
2. Brand (formulary): $25 / 50
3. Brand (non-formulary): 50%/50%(40/100&80/200)

m. HMO options, where applicable, with MRP employee paying the excess cost over the conventional rating of the PPO medical plan. Such excess cost shall not be lower than the PPO cost set forth in d(1) above.

//

//n. Healthcare spending account and Dependent Day Care account will be offered.

//o. A High Deductible Group Insurance Plan will be offered to the AMFA membership.

2. Dental Plan

a. Employees covered by this Agreement shall be offered a “Group Dental Plan” as part of the group Insurance Plan. All active full time and part-time MRP employees, their spouse and unmarried dependents up to age //twenty-six (//26) // and those age twenty-six (//26) or older and are incapable of self-support because of a developmental disability or physical handicap provided proof of his or her incapacity is furnished to the Company or claims administrator within thirty-one (31) days of the date that the dependent's coverage would normally terminate. Such plan is to be based on the following provisions:

1. $25 calendar year deductible per individual with a maximum of $50 per family;
2. 80% of usual and customary charges;
3. 80% of usual and customary charges on prosthetics;
4. $1750 per calendar year maximum.

b. The Dental Plan shall include orthodontics for employees and dependents at 80% of usual and customary charges with a $2,000 lifetime maximum.

3. Life and A.D. & D. Insurance

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<th>Basic Monthly Earnings</th>
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<th>Accidental Death And Dismemberment</th>
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<tr>
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</tr>
</tbody>
</table>

An employee may, at his option, increase his life insurance coverage by purchasing at group rates, supplemental life and A.D. and D. insurance coverage. He may also purchase life insurance coverage for his spouse and children. Purchase of life insurance will be subject to open enrollment rules and evidence of insurability.

4. Vision Care for employees and dependents. Employees covered by this Agreement shall be offered a "Group Vision Plan" as part of the Group Insurance Plan. Such plan is to be based on the following provisions:

**Plan participants will be eligible for one examination, one pair of lenses in a twelve (12) month period and one frame in a twenty-four (24) month period.**

The plan is to provide up to forty-five dollars ($45.00) per examination.
Lenses – Network, one pair lenses every 12 months, subject to twenty dollar ($20.00) co-pay.
Non-Network one pair every 12 months subject to current allowance.

Contacts- Network, seventy five dollars ($75.00) reimbursement per 12 months; Non-Network, forty five dollars ($45.00) reimbursement every 12 months.
If medically necessary, Network covered in full after VSP approval once every 12 months; Non-Network, one hundred and one dollars ($101.00) reimbursement once every 12 months.

Frames- Network, one hundred fifty dollars ($150.00) reimbursement every 24 months; Non-Network, ninety dollars ($90.00) reimbursement every 24 months.

B. Employees on leave of absence (including medical leave) or layoff may elect to continue their Group Medical, life and dental insurance coverage by paying to the Company a monthly fee covering the cost of such coverage according to COBRA but not less than a period of up to three (3) months. Employees on Workman’s Compensation who have expended all injury leave and sick leave as set forth in Article 14, Paragraph D., shall have their group insurance (life, medical, dental) premiums paid by the Company for a period of ninety (90) days subsequent to the expiration of their injury and sick leave benefits. After the above coverage has been expended, the medical and life insurance may be converted to individual plans within thirty (30) days.

C. Employees retiring may continue participating in the Group Medical Plan under this Agreement for themselves and their dependents at their own expense until they are eligible for Medicare.

D. Short Term Disability coverage will be provided by the Company in the amount of forty percent (40%) of weekly basic earnings up to a maximum of five hundred dollars ($500.00) per week. The Company shall offer an Optional Short-Term Disability Plan. The cost to the employee of optional short-term coverage will be determined by the Company and this amount may change from year to year. The optional
short-term disability plan will provide benefits equal to twenty percent (20%) of the weekly basic earnings up to a maximum benefit of two hundred dollars ($200.00) a week. All terms and conditions which apply to the Basic Short-Term Disability Plan shall apply to the Optional Short-Term Disability Plan.
ARTICLE 23, WAGE RULES

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

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

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

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

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

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

G. Employees working in a higher classification shall be paid the rate of pay for that classification for all hours worked and when on and when on a regular shift will be paid as such for the entire shift. Employees temporarily upgraded to a higher classification may be returned to work in the lower classification when no longer required in the higher classification. Employees working in the lower classification will continue to receive their higher rate of pay unless demoted through a force
reduction as set forth in Article 9, Paragraph K. Technicians upgraded
for limited Required Inspection Authorization (R.I.I.) shall be paid a
differential over and above their normal rate of pay of one dollar and //
seventy-five cents ($1.// 75) per hour.

H. License and Skill Premiums

1. Technician and higher classification

a. Employees in the Technician and higher classifications who
hold, and thereafter continue to hold, a valid, applicable Airframe
License, Powerplant License; General Radio-Telephone
Operators License shall be paid two dollars ($2.00) per hour for
the first license and ///three dollars ($//3.00) for a second license
/// with a maximum of /// five dollars ($// 5.00) per hour. Those
employees as of June 28, 1999 currently receiving a premium for
a Repairman's certificate will continue to receive that premium.

b. Employees in the classifications of Aviation, Facilities,
and Automotive, Technicians shall be paid a skill premium of two
dollars ($2.00) per hour for a maximum of one (1) qualifying
certificate. Qualifying certificates shall be:

///i. ASE certificate (Automotive Technician)
///ii. Journeymen's license (Facilities Technician)
///iii. Welder's certificate (Automotive and Aircraft
Technician)
///iv. Boilerman's certificate (Facilities Technician)
///v. Machinist certificate (Machinist Technician)

Each certificate/license shall be reviewed by the Company
and the Association to determine qualification under this
Article. Certificates must be for the applicable state.

2. Technician Helper classification

Employees in the Technician Helper classification
who hold, and thereafter continue to hold, a valid,
Airframe License and/or Powerplant License shall be paid
two dollars ($2.00) per hour. But they shall not exercise
the Airframe License and/or Powerplant License while working in the Technician Helper Classification.

3. License and skill premiums will be added to the employee's base rate and are, therefore, subject to multiplication. In order to be eligible for license and skill premium pay such license and skill certificate must be registered with the Maintenance Department. Notwithstanding any of the foregoing, no one shall be entitled to more than five dollars ($5.00) in combination of license/skill premiums.

I. Where there is a shortage equal to one-half day's pay or more in the pay of an employee, and such shortage is the result of a Company error, a special check will be issued at the Company's General Offices by the Company within four (4) accounting working days after notification to the Company regarding the shortage.

J. Employees in the technician and higher classifications who hold a permanent bid position within line maintenance shall be paid sixty cents ($0.60) per hour as a line differential. The line differential shall be added to the employee's base rate and are, therefore, subject to multiplication. If an employee is assigned to line maintenance for less than four (4) hours in a work day, he shall not be entitled to the line differential. If the employee is assigned to line maintenance for four (4) hours or more in a work day, he shall be paid the line differential for the entire shift if worked.

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

L. Leads will be paid a premium of one dollar and seventy-five cents ($1.75) per hour.
M. When an employee has been designated as a non-management trainer, he will receive one dollar and 75 cents ($1.75) per hour as a trainer premium, pursuant to Article 12, paragraph E.

N. All Technician & Related employees at the Nome, Kotzebue and Barrow stations, shall receive a three dollar ($3.00) per hour Arctic differential.

O. Technicians and Related Craft employees represented by AMFA will participate in the Alaska Air Group Performance Based Pay (PBP) plan with a target payout of 5% of eligible earnings. The terms of the PBP plan will be made available to the Technicians and Related annually.

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

Q. Article 26 lists the pay progression steps under this labor agreement for all classifications. For purposes of progressing onto the next pay step in Article 26, an employee will reach the next pay step by reaching his anniversary date with two thousand eighty (2,080) hours of service.

R. The Company’s pay philosophy is to pay all employees market based wages and desires to be consistent with this philosophy for all employees. In a mutual desire to confirm our commitment, the Company and AMFA agree to open the contract on an annual basis, within thirty days of the anniversary date of the Agreement, to review the mechanics relative position both within the Company and the Market.

The Company agrees that if the mechanics’ wages fall below the middle of the market, as defined below, the Company will adjust the wage scale to the middle of the market as defined below. However, the annual increase will not be less than one and one-half (1½) percent above the current year’s rates.
This “market based” methodology is only for determining rates of pay for the out-years in this //2016 through //2021 Agreement. It is not intended to reflect the methodology for determining rates of pay in future negotiations on subsequent Agreements.

Current Comparator Carriers used in defining the market:


In the event one of the carriers ceases to exist they will be removed from the list. However, any major domestic carrier (passenger) as defined by the U.S. Department of Transportation, effective the date of the review, and the Company’s primary competitors will be added.

When ranking in the “middle” Alaska will be placed precisely in between the two data points of the carriers ranking above and the carrier ranking just below the mid-point.

The “all in rate” will be used for the calculation of the mid-point. “All in rate” is defined as including: base pay, license premiums, line premium and longevity at the top of each of these scales.
ARTICLE 24, SAVINGS CLAUSE

Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof and they shall remain in full force and effect. In the event of any invalidation, either party may, upon thirty (30) days notice, request negotiations for modification or amendment of this Agreement with regard to only the invalidated parts or provisions directly or indirectly affected.
ARTICLE 25, EFFECTIVE DATE AND DURATION

Except as may otherwise be specifically provided, this Agreement shall become effective //October 17, 2016, and shall remain in full force and effect for the period ending //October 17, 2021 and shall automatically be renewed under the same terms and conditions for consecutive yearly periods thereafter unless notice of intended change is served as provided herein. Either party desiring to amend or modify any provision of this Agreement shall serve notice in writing on the other party at least twelve (12) months preceding //October 17, 2021 or October 17th of any year thereafter; specifically mentioning any amendments or modifications desired, and no other provisions of this Agreement shall be affected by such notice, except to the extent that other provisions must be revised to conform with the amendments or modifications agreed upon. When any notice of desired amendment or modifications of any provisions hereof is served, the parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate concerning such desired amendments or modifications.

IN WITNESS WHEREOF, the parties hereto have signed this Amendment to Agreement this 3rd day of April 2017.

WITNESS: FOR ALASKA AIRLINES, INC.
s/Kurt Kinder s/Greg Mays
VP Maintenance & VP Labor Relations
Engineering

s/Constance von Muehlen s/Bob Hartnett
s/Sonia Alvarado

WITNESS: AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION
s/Bret Oestreich s/Earl Clark
AMFA National Director AMFA Region 1 Director
s/Jason Munson s/Mark Dahl
ARTICLE 26, SCHEDULE A

Each annual increase will be no less than one and one-half (1½) percent of the previous year’s “all in rates”. The tables below reflect the minimum rates. Annual review of Schedule A rates will be in accordance with the provisions outlined in Article 23.

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| Technician     |         |         |         |         |         |
| 2nd Step       | 14.56   | 14.78   | 15.00   | 15.23   | 15.46   |
| 3rd Step       | 15.44   | 15.68   | 15.91   | 16.15   | 16.39   |
| 4th Step       | 16.29   | 16.53   | 16.78   | 17.03   | 17.29   |
| 5th Step       | 17.13   | 17.39   | 17.65   | 17.92   | 18.18   |
| 6th Step       | 18.18   | 18.45   | 18.73   | 19.01   | 19.29   |
| 7th Step       | 19.20   | 19.49   | 19.78   | 20.08   | 20.38   |
| 8th Step       | 20.23   | 20.54   | 20.84   | 21.16   | 21.47   |
| 9th Step       | 21.24   | 21.56   | 21.88   | 22.21   | 22.54   |
| 10th Step      | 22.29   | 22.62   | 22.96   | 23.30   | 23.65   |
| 11th Step      | 23.94   | 24.30   | 24.67   | 25.04   | 25.42   |

125
<table>
<thead>
<tr>
<th>Classification</th>
<th>Lead Fleet Service</th>
<th>Fleet Service + 1.75* Hourly</th>
</tr>
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<tbody>
<tr>
<td>Fleet Service</td>
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<tr>
<td>1st Step</td>
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<td>2nd Step</td>
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<td>3rd Step</td>
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<td>4th Step</td>
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<td>5th Step</td>
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<td>9th Step</td>
<td>13.55</td>
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<td>10th Step</td>
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<td></td>
</tr>
<tr>
<td>11th Step</td>
<td>16.55</td>
<td></td>
</tr>
</tbody>
</table>

*The Lead premium shall be a differential over and above the normal rate in the progression step. For pay purposes it shall be considered as part of the basic rate for calculations.

The Performance Based Pay as outlined in Article 23 will not be included as part of “pay” as referenced in this Article 26.
ARTICLE 27, LETTERS OF AGREEMENT

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

1. Letter of Agreement - // Intentionally Left Blank
2. Letter of Agreement - Military Charters
3. Letter of Agreement - License Requirement
4. Letter of Agreement - "COPS" Utilization
5. Letter of Agreement - Prudhoe Bay
6. Letter of Agreement - Chemical Dependency
7. Letter of Agreement - Airport Service
8. Letter of Agreement – ASAP
9. Letter of Agreement - Job security
10. Letter of Agreement - Electronic Preference Bidding Process
11. Letter of Agreement - Flexible / Alternate Work Schedules
12. Letter of Agreement – Vacation Buy Back Program
14. Letter of Agreement – Alaska Air Group
15. Letter of Agreement – Long Term Commitment Pay
ARTICLE 28, SHIFT DIFFERENTIAL

A. Employees shall receive shift differentials of //sixty (//60) cents per hour for second shift or //seventy-five (//75) cents per hour for the third shift when they work these shifts as defined in Article 5.

B. An employee who works a relief schedule or who is scheduled to work two or more starting times during a work week will be paid a multiple shift differential of //eighty (//80) cents per hour for all hours worked during any work week in which he works such schedule.

C. Shift differential is part of the wage rate and, therefore, shall be included in the computation of pay for hours of overtime, holidays worked, and Company paid industrial accident compensation wherein the Company pays the difference between the statutory compensation and normal pay; shift differential shall not apply to sick leave, holiday not worked, vacations pay, jury duty, etc.
**ARTICLE 29, LONGEVITY ALLOWANCE**

Effective June 28, 1999, employees having ten (10) or more years of service shall receive a length of service adjustment for years of service under this Agreement as stated below. For purposes of progressing onto your longevity step, an employee will reach the next longevity step by reaching his anniversary date with two thousand eighty (2,080) hours of service.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Longevity Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ten (10) through fifteen (15) years</td>
<td>$.15 per hour</td>
</tr>
<tr>
<td>Sixteen (16) through twenty (20) years</td>
<td>$.20 per hour</td>
</tr>
<tr>
<td>Twenty-one (21) through thirty (30) years</td>
<td>$.25 per hour</td>
</tr>
<tr>
<td>Thirty (30) or more years</td>
<td>$.30 per hour</td>
</tr>
</tbody>
</table>

This bonus is part of the wage rate and, therefore, shall be included in the computation of pay for hour of overtime, holidays, vacation, sick leave, etc.
ARTICLE 30, OPEN

(Intentionally left blank)
ARTICLE 31, UNION SHOP

A. Each employee, now or hereafter covered by the Labor Agreement between the parties, as it may have been supplemented or amended, as a condition of continued employment, within sixty (60) work days following completion of the required probation period or the effective date of this Agreement, whichever is later, shall become a member of (membership is voluntary provided that non-members shall pay agency fees as a condition of employment -- see the Association for more information or seek independent legal advice), and thereafter maintain membership in good standing (as herein defined) in the Association, provided that such condition shall not apply with respect to any employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member covered by this Agreement, or with respect to whom membership is denied or whose membership is terminated for any reason other than the failure of the employee to tender the initiation fees and monthly dues uniformly required of other employees as a condition of acquiring or retaining membership.

B. For the purpose of this Agreement, “membership in good standing in the Association” shall mean that the employee is a member of the Association and is not more than sixty (60) calendar days in arrears in the payment of initiation or reinstatement fees or membership dues or assessments uniformly required of other employees in the same Association.

C. If a member becomes delinquent in the payment of his/her initiation fee or membership dues (or if a non-member becomes delinquent in the payment of agency fees), such employee shall be notified by registered mail, return receipt requested, copy to the Company, that he is delinquent in the payment of initiation fee, membership dues or agency fees as specified herein and is subject to discharge as an employee of the Company. Such letter shall also notify the employee that he must remit the required payment within a period of fifteen (15) calendar days, or be discharged.

D. If upon the expiration of the fifteen (15) days, the employee still remains delinquent, the Association shall certify in writing to the company, copy to the employee, that the employee has failed to remit
payment within the grace period allowed, and is, therefore, to be discharged. The Company shall then take proper steps to discharge such employee from the services of the company. Such discharge shall be deemed to be for just cause.

E. 1. An employee discharged by the Company under the provisions herein shall be deemed to have been “discharged for cause” within the meaning of the terms and provisions of this Agreement.

2. The Association shall indemnify and hold the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of the provisions of this Article the Company shall promptly notify the Association of any such claims of liability made against the Company.

F. Upon receipt of a signed authorization of the employee involved, the Company shall deduct from the employee’s paycheck the dues payable by him to the Association during the period provided for in said authorization. The Company on the second regular paycheck of each month shall make all deductions for dues.

G. Deduction provided for in the preceding paragraph shall be remitted no later than the tenth (10th) day of the month following the month in which the deductions were made, and shall be remitted to the Treasurer of the Association. The Company shall furnish the assigned Association Representative and the Association Treasurer each month a copy of the record of those Locals for whom deductions have been made and the amounts of the deductions. The parties agree that the check-off authorization forms shall be in an approved form which shall be prepared and furnished by the Association.

H. AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

ASSIGNMENT AND AUTHORIZATION FOR VOLUNTARY CHECK-OFF OF ASSOCIATION DUES

I. ______________________________, hereby authorize Alaska Airlines, to deduct from my earnings once each month the standard monthly membership Union Dues (2X base hourly rate, or such standard monthly membership dues as may hereafter be established by the
Union), service charges, initiation fees, and assessments. Such amount so deducted is hereby assigned to the Aircraft Mechanics Fraternal Association, subject to all of the terms and conditions of the Railway Labor Act, as amended, and the provisions of the applicable collective bargaining Agreement. This Agreement and authorization may be revoked by me in writing after the expiration of one (1) year from the date hereof, or upon the termination date of the Agreement in effect at the time this is signed, whichever occurs sooner. A copy of such revocation will be sent to the Treasurer of the Association.

Signature of Employee: ________________________________________
Employee Number: ____________________________________________
Classification Seniority Date: _________________________________
Location: ______________
LETTER #1
(intentionally left blank)
LETTER #2

LETTER OF AGREEMENT

ALASKA AIRLINES INCORPORATED and the AIRCRAFT
MECHANICS FRATERNAL ASSOCIATION hereby agree that:

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

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

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

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

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

4. This understanding constitutes an amendment and
modification of the Collective Bargaining Agreement between the parties
hereto and, notwithstanding, any other provisions of said Collective
Bargaining Agreement shall run concurrent with the Agreement except
that it shall terminate on January 1, 1985 unless extended during
negotiations by mutual agreement between the parties.
<table>
<thead>
<tr>
<th>Line</th>
<th>Text</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Signed this 25th day of June, 1999.</td>
</tr>
<tr>
<td>2</td>
<td>AIRCRAFT MECHANICS FRATERNAL FOR ALASKA</td>
</tr>
<tr>
<td>3</td>
<td>AIRLINES, INC.</td>
</tr>
<tr>
<td>4</td>
<td>ASSOCIATION</td>
</tr>
<tr>
<td>5</td>
<td>s/O.V. Delle-Femine s/Thomas R. O'Grady</td>
</tr>
<tr>
<td>6</td>
<td>O. V. Delle-Femine Thomas R. O'Grady</td>
</tr>
<tr>
<td>7</td>
<td>National Director A.V.P., Labor Relations</td>
</tr>
<tr>
<td>8</td>
<td></td>
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<td>9</td>
<td></td>
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<td>10</td>
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<td>11</td>
<td></td>
</tr>
</tbody>
</table>
LETTER #3

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

It is hereby mutually understood and agreed, by and between the parties of this Letter of Agreement, that:

An Aircraft Technician recalled from furlough or bidding a position requiring an A & P license, who does not possess a valid A & P license shall be given a period of ninety (90) calendar days from the effective date of his recall notice or bid award to secure such licenses. Failure to secure such licenses within this time period shall result in the employee being returned to his layoff status or being denied the bid.

An employee being recalled or bidding such a position will not be placed in the position until he obtains such licenses.

The license requirement will only apply until there are two (2) licensed Technicians on the shift. Thereafter, any aircraft technician may be awarded the bid or recalled to such a position.

Signed this 25th day of June, 1999.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Steve K. Zerda s/Thomas R. O’Grady
s/Kurtis R. Kinder Assistant V.P., Labor Relations
s/Gail L. Neufeld

WITNESS: AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION

s/Curtis K. Levenson s/O. V. Delle-Femine
s/Earl Clark National Director
s/Kirsten Mountjoy
s/Louie Key
LETTER #4

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

The Company may utilize employees covered by the "C.O.P.S." contract to perform ramp service functions at Petersburg, Wrangell and Glacier Bay, and may utilize employees covered by the "Technician and Related" contract to perform work covered by the "C.O.P.S." contract at Cordova and Yakutat. When there are six (6) or more full time (or equivalent) hourly rated employees at any of the above stations, additional employees hired into the station shall be covered by the Agreement not in effect upon signing at that location, however, the employees may continue to perform the functions covered under both Agreements.

At small stations (four or less daily departures), the COPS, Ramp/Stores and/or Technician & Related, shall perform all work functions (e.g. A CSA may load baggage and a rampserviceman may board passengers).

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

Signed this 25th day of June, 1999.

WITNESS: FOR ALASKA AIRLINES, INC.
s/Steve K. Zerda s/Thomas R. O'Grady
s/Kurtis R. Kinder Assistant V.P., Labor Relations
s/Gail L. Neufeld

WITNESS: AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
s/Curtis K. Levenson s/O. V. Delle-Femine
s/Earl Clark National Director
s/Kirsten Mountjoy
s/Louie Key
LETTER #5

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
for
Technicians, & Related Crafts
at
PRUDHOE BAY, ALASKA

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

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

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

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

1. Article 4, Classification of Work
   a. Employees in the classification of Aircraft Technician may
      assist Ramp Servicemen in their duties (i.e. loading and unloading
      baggage and air freight), but may not replace Ramp Servicemen in a
      regular schedule.

   b. Management personnel will not normally perform work in the
      Classifications covered by the basic Agreement except for assisting
      employees in those instances when due to an unforeseeable peak
      period, where time is of the essence, and no other arrangement is
      feasible to alleviate the situation, or if there are insufficient volunteers for
      overtime, or in the case of an emergency. It is agreed that the servicing
      of late flights, the performance of necessary work to maintain flight
      schedules, or the protection of Company or customer property against
      the elements may be considered emergencies. Each emergency may

139
be explained in writing to the local Airline Contract Committee or local shop representative when there is no Airline Contract Committee, upon receipt by the Company of a request in writing. The Company will respond in writing within forty-eight (48) hours of the written request, exclusive of Saturdays and Sundays.

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

2. Article 5, Hours of Service
a. The Work Day shall be twelve (12) hours of work, except for the day rotated into and out of the station to commence and end a tour of duty, with an unpaid lunch period(s) not to exceed two (2) hours in aggregate. One-half hour of lunch period shall be scheduled to be within one hour of the middle of the shift.

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

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

d. There shall be no shift differential.

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

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

g. A shift realignment will occur once a year at the Prudhoe station during the month of September and will be awarded by classification seniority within the classification.
3. Article 6, Overtime
   a. Overtime shall apply to any work performed in excess of twelve (12) hours in any work day. It shall be paid at the time and one-half (1-1/2) rate.

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

4. Article 7, Holidays
   Holidays shall not apply to the station, except that Prudhoe Bay employees who work the holiday shall be compensated at the double time (2x) rate for all hours worked. Prudhoe Bay employees who are not on their tour of duty shall receive holiday pay which is a daily average of the number of hours the employee worked during their last tour of duty.

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

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

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

   d. For vacancies of thirty (30) days or less the Company shall have the option of the following procedures in any order:
1) Hire a new employee on a temporary basis.

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

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

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

6. Article 13, Vacations

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

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

7. Article 14, Sick Leave

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

8. Article 15, Transportation

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

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

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

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

9. Article 21, General and Miscellaneous
   a. All employees shall be provided uniforms at Company
      expense. Parkas and gloves will be provided for all employees required
      to work out of doors. The employee shall be responsible for maintaining
      his uniform in a clean, presentable condition. Cleaning facilities will be
      provided by the Company.

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

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

Signed this 25th day of June, 1999.

WITNESS: FOR ALASKA AIRLINES, INC.
s/Steve K. Zerda s/Thomas R. O'Grady
s/Kurtis R. Kinder Assistant V.P., Labor Relations
s/Gail L. Neufeld

WITNESS: AIRCRAFT MECHANICS
s/Curtis K. Le Dawson s/O. V. Delle-Femine
s/Earl Clark National Director
1  s/Kirsten Mountjoy
2  s/Louie Key
LETTER #6
TO ALL TECHNICIANS
AND RELATED EMPLOYEES

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

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

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

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

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

ALL INQUIRIES WILL BE HANDLED IN THE STRICTEST CONFIDENCE. Should you desire assistance, please contact your Employee Assistance Program Coordinator or Airline Representative.

Signed this 25th day of June, 1999.
s/O.V. Delle-Femine      s/Thomas R. O'Grady
O. V. Delle-Femine      Thomas R. O'Grady
National Director        A.V.P., Labor Relations
LETTER #7

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians, & Related Crafts

Establishing an Amendment Covering

Airport Services for Other Carriers

WHEREAS, it is the desire of the Company to provide ground support services to other Carriers and,

WHEREAS, it is the desire of the Union to assist the Company in this endeavor and,

WHEREAS, the current scope clause within the Agreement is not clear as to work performed for other carriers,

NOW, THEREFORE, it is agreed that this Understanding will modify Article 2, the Scope of Agreement to include subcontracts from other carriers as follows:

C. The Company further agrees that all work, wherever performed within the United States and its possessions, involving the maintenance, inspection, repair, modification and servicing of aircraft of other airlines for which Alaska Airlines has contracted to perform one or more of these functions, it recognized as coming within the jurisdiction of the Aircraft Mechanics Fraternal Association, and is covered by the provisions of this Amendment to the Agreement, and will be performed by employees listed in the appropriate classifications as provided for in the Agreement. Further, it is agreed that said work may be performed by either the employees covered by the Amendment to the Agreement establishing Airport Service for Other Carriers or the employees covered by the basic agreement.

WHEREAS, some provisions within the Agreement are incompatible with providing ground support to other carriers.
NOW, THEREFORE, it is agreed that all provisions of the basic Agreement will apply except as follows.

Article 3.C. Status of Agreement
A work stoppage by any labor organization against Alaska Airlines, including those classifications under the basic Agreement, shall not affect the continuation of work to provide ground support services to any other carriers to which the Company has contracted to supply such services. It is understood and agreed that those employees will not be required to perform any work or services on Alaska Airlines aircraft in the event of a work stoppage on Alaska Airlines. In the event of a strike against any one of the carriers for which Alaska Airlines has contracted Ground Services, employees under this Agreement will not be required to perform work for that struck carrier.

Article 5. Hours of Service
There shall be no rotated Shifts, and for purposes of bidding shifts and days off, employees under this Amendment shall be a separate bid location.

Article 5.M. Part Time Employees - Airport Services Only
1. At least two (2) consecutive hours, but not more than ten (10) hours shall constitute a work day for the part time employee.

2. The part time employee's work week shall not be scheduled to exceed twenty-four (24) hours in any seven (7) consecutive days.

3. Part time employees shall accrue active service time for computing seniority and employee benefits on a pro rated basis. Part time employees scheduled to work 20 or more hours shall be included in the group insurance program. Part time employees working less than twenty (20) hours may elect to be included in the program with the Company paying one-half (1/2) of the cost.

4. There shall be no part time inspectors or lead technicians. The number of part time employees will not exceed twelve and one-half (12 ½) percent of the employees in the classification of technician and above without the mutual agreement of the Company and AMFA.
5. The following rules shall govern the establishment of part time positions consistent with Articles 9 and 10:

a. Full time employees being furloughed need not accept part time positions in lieu of furlough.

b. Prior to hiring part time employees, furloughed employees (full and part time) must be offered the positions.

c. Furloughed part time employees must accept part time openings or forfeit seniority.

d. Full time employees on furlough need not accept part time openings.

6. There shall be no split shifts except for part time employees assigned to work days with an overall span of ten (10) (or more) hours, but not to exceed eleven (11) hours.

7. For the assignment of Holiday and Overtime work, full time employees will be offered/assigned those hours which would normally accrue to full time work, and part time employees will be offered/assigned those hours which would normally accrue to part time work.

Article 9. Seniority

Employees transferred from the Company’s airline operation to the Airport Service operation who accepts and receives specialized training (e.g. 747, DC-10 training) shall be prohibited from bidding back into the Airline operation for a period of twenty-four (24) months from their initial transfer except to a higher classification. Employees hired directly into the Airport Service operation may be permitted to bid openings in the Airline Operation at the discretion of management or after 24 months employment. However, to ensure the continuity of operation, no more than 25% (or a minimum of one [1]) employee(s) in any classification may be allowed to bid out within a 90 day period. All employees under the Airport Service operation may exercise their seniority rights under the basic Agreement in the event of a layoff.

Cancellation of an Airport Service contract, or portion thereof, with the Company by another carrier.

In order to promote harmony, trust, confidence, and a positive productive effort by management and the representatives of other carriers and the employees covered by this Agreement, every effort shall be made by the Company to instruct the representatives of the other carriers to work through the Leads except in an unusual or emergency situation.

This Memorandum of Understanding shall become effective on date of signing. It shall run concurrent with the next basic Agreement between the parties and shall remain in full force and effect until mutually amended by the Company and the Union.

Signed this 25th day of June, 1999.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Steve K. Zerda
s/Thomas R. O’Grady
s/Kurtis R. Kinder
Assistant V.P., Labor Relations
s/Gail L. Neufeld

WITNESS: AIRCRAFT MECHANICS FRATERNAL
ASSOCIATION

s/Curtis K. Levery
s/O. V. Delle-Femine
s/Earl Clark
National Director
s/Kirsten Mountjoy
s/Louie Key
LETTER #8

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians & Related Crafts

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the “Company”) and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the “Association”).

WHEREAS, In an effort to recognize the need to promote Aviation Safety and to prevent accidents and incidents by encouraging employees to voluntarily report safety issues and events that may otherwise be unobtainable. An Aviation Safety Action Program (ASAP) provides a vehicle whereby employees of participating air carriers can identify and report safety issues to management and to the FAA for resolution, without fear that the FAA will use reports accepted under the program to take legal enforcement action against them, or that the company will use such information to take disciplinary action.

The elements of the ASAP are set forth in a Memorandum of Understanding (MOU) between the FAA, Company, and the Association.

NOW, THEREFORE, the parties agree to voluntarily participate in an ASAP program under the guidance of the MOU. Any party may opt out of the program at any time and therefore terminating this LOA.

An Association Event Review Committee (ERC) representative and Alternate ERC representative will be elected by the Alaska Airlines AMFA Membership. The Alternate ERC representative will assume the duties of the Primary ERC representative in his/her absence.
The Company shall pay and provide the Associations Primary (ERC) representative or Alternate in his/her absence the time to perform the duties under the ASAP MOU.

The normal work schedule for the Primary ERC representative will be Day shift Monday through Friday, but starting times may vary to accommodate schedule variations.

The Company will provide the Association's ASAP Representative like travel privileges as the Company and FAA ERC Representatives receive over the Company's system while performing his ASAP duties.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Dave Schwartz s/Cathryn V. Dammel
Staff V.P./Labor and Employment Law
s/Brian Hirshman
Staff V.P./Maintenance

WITNESS: AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

s/Earl Clark s/Louie Key
s/Brian E. Holl Region 1 Director
s/Alan Templeman s/Frank Boksanske
National Safety & Standard
LETTER #9

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

WHEREAS, Alaska Airlines, Inc. (the "Company") and the Aircraft Mechanics Fraternal Association ("AMFA") desire to establish job security for the presently active members of the bargaining unit,

NOW, THEREFORE, the parties agree:

1. Effective on October 18, 2016 through October 17, 2021, the Company will not subcontract any scheduled line maintenance work currently performed by AMFA employees in Anchorage, Juneau, Seattle, Portland, Oakland, San Francisco, Los Angeles, Phoenix, Las Vegas, San Diego, Orange County, Sacramento, and San Jose nor will the Company lower the classification of any of the above stations in the GPM, provided Alaska Airlines continues to operate at that station. Additionally, the Company will not subcontract any aircraft maintenance to McGee Air Services, Inc. The Company further agrees that during the above stated period, the Company will refrain from layoffs (i.e., where no bumping rights) of any AMFA-represented employee, who is actively employed or on an approved leave of absence as of the October 17, 2016 of signing of this Agreement. No other individuals shall enjoy any rights under this Letter of Agreement.

2. Provided, however, the Company shall be excused from compliance with the above "no-layoff" provision:

   a) to the extent that a circumstance over which it does not have control is the cause of such non-compliance. The term "circumstance over which it [i.e., the Company] does not have control" includes a natural disaster; an act of terrorism; work disruption or stoppage that prevents the Company from
operating its planned schedule for thirty (30) days or more;
grounding of a substantial number of the Company’s aircraft by
or through the actions of a government agency; reduction in
flying operations because of the unavailability of an adequate
fuel supply; revocation of the Company’s operating certificate;
or military action or a national emergency that prevents the
Company from operating its planned schedule for thirty days or
more.

b) in the event economic conditions result in the Company
reducing the number of operating aircraft and/or capacity by
10% or more, (excluding seasonal fluctuations, as measured in
available seat miles) for a duration of 120 (one hundred and
twenty) days or longer. Affected technicians will be recalled in
accordance with Article 9 commensurate to the rate of aircraft
and/or capacity returned to service. However, in no instance,
will the percentage reduction of Technicians exceed the
percentage reduction in aircraft and/or capacity.

3. The parties affirm that the duration stated in paragraph 1, above,
shall be subject to extension hereafter only upon the mutual, written
agreement of the Company and AMFA. The parties specifically agree
that, absent such an extension agreement, the protections afforded
employees by this Letter of Agreement shall be deemed to expired on
date (one day prior to amendable date) and AMFA will not assert
otherwise in any forum on any basis (contractual or legal), including but
not limited to an assertion that the furlough restrictions set forth in this
Letter of Agreement are or can somehow be extended by the status

This Letter of Agreement shall become effective on the October 17,
2016. It shall remain in full force and effect according to its terms as
above-stated.

Signed this 3rd day of April, 2017.

WITNESS: FOR ALASKA AIRLINES, INC.
s/Kurt Kinder s/Greg Mays
VP Maintenance & VP Labor Relations
Engineering

s/Constance von Muehlen  s/Bob Hartnett

s/Sonia Alvarado

WITNESS:  AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION

s/Bret Oestreicher  s/Earl Clark
AMFA National Director  AMFA Region 1 Director

s/Jason Munson  s/Mark Dahl
LETTER #10

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians & Related Crafts

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the “Company”) and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the “Association”).

Whereas the parties are interested in implementing an electronic preference bidding system consistent with the intent of Article 10, Vacancies, both parties agree to the following:

1. The Company may implement an electronic bidding system for use in all aspects of vacancy bidding as outlined in Article 10, utilizing approved electronic media, with the following provisions:

2. A Technician who does not have access to such media may place a preference bid by contacting their local Union Representative or local management and requesting that they place a bid for them through the established system. A copy of that bid will be forwarded to the requesting Technician.

3. All bids will be effective immediately, and the receipt of such bid shall be the printed screen indicating that the bid has been sent or accepted.

4. Bids submitted for a posted position will only remain active until the posted position is filled. All other bids will be considered annual bids and must be renewed between January 1 and January 15 of each year to remain in effect.
5. No paper bids will be accepted after the implementation of the approved electronic system.

6. All other rules as outlined in Article 10 shall apply.

Signed this 31st day of August, 2009.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Kurt Kinder s/Dennis Hamel
Managing Director, Line Maintenance VP Employee Services

s/Sonia Alvarado s/Fred Mohr
Manager, Labor Services VP Maintenance and Engineering

WITNESS: AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

s/Mark Dahl s/Earl Clark
Airline Representative AMFA Region 1 Director
Local 32

s/Timothy Cullen
Airline Representative
Local 14
LETTER #11

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

for

Technicians & Related Crafts

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the “Company”) and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the “Association”).

Whereas, the parties are interested in providing alternate/flexible work schedules in an effort to protect current positions, foster future job growth, provide optimum support of the Alaska Airlines flight schedule, as well as provide a better quality of life for employees, both parties agree to implement the following:

Flexible/Alternate work schedule provision:

The parties agree to discuss, develop and implement flexible/alternate work schedule proposals and all associated work rules and responsibilities, including overtime, vacancy bidding, and any other which would apply to each unique proposal.

Upon approval of a newly established station utilizing a mutually agreed to flexible/alternate schedule, the established schedule will be included in the vacancy posting.

Any subsequent vacancy posting for a location that utilizes a flexible/alternate schedule will include a notification that a flexible/alternate schedule agreement exists.
Either party may submit proposals at the local level, which will then require approval by mutual agreement of the Company Senior Leadership and the appropriate AMFA Airline Representative.

Should the parties fail to agree on a proposal, existing collective bargaining agreement language shall apply.

Discussion and resolution of proposals will occur in a timely manner.

Signed this 31st day of August, 2009.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Kurt Kinder
Managing Director, Line Maintenance
s/Dennis Hamel
V P Employee Services

s/Sonia Alvarado
Manager, Labor Services
s/Fred Mohr
V P Maintenance & Engineering

WITNESS: AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

s/Mark Dahl
Airline Representative
s/Earl Clark
AMFA Region 1 Director

s/Timothy Cullen
Airline R
LETTER #12

AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Representing
The Technician & Related Crafts

This Letter of Agreement is made and entered into in accordance with
the provisions of the Railway Labor Act, as amended, by and between
ALASKA AIRLINES, INC. (hereinafter referred to as the “Company”)
and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
(hereinafter referred to as the “Association”).

WHEREAS, it is in the best interests of the Company, the Association
and employees to enhance the options for utilizing vacation benefits.

NOW, THEREFORE, we agree to this alternative procedure for utilizing
accrued vacation time.

As an alternative to the vacation options listed in Article 13, for vacation
bidding the following option will apply.

During the period of December 1st to September 15th annually,
employees may request to receive pay in lieu of taking vacation,
up to two times per year, under the following guidelines. The
employee can cumulatively “cash out” up to a maximum equal to
the amount of vacation taken in the previous calendar year and
current vacation bid year (year to date of request) combined.
Hours cashed out during the year will not be used to calculate
available lines for vacation bidding as outlined in paragraph C. of
Article 13.

Either party can request to meet to assess the process for its
effectiveness and to consider and implement any mutually agreed
to changes for the following year.
For the purposes of this letter of agreement, “cash out” is defined as either a lump sum payment or a contribution to the employee’s 401(k), in either case the employee will receive the appropriate Company match as defined in Article 20, Retirement Plan. These 401(k) contributions will be in accordance with IRS Regulations.

Signed this 3rd day of April, 2017.

WITNESS: FOR ALASKA AIRLINES, INC.
s/Kurt Kinder s/Greg Mays
s/Constance von Muehlen s/Bob Hartnett
s/Sonia Alvarado

WITNESS: AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
s/Bret Oestreich s/Earl Clark
s/AMFA National Director s/AMFA Region 1 Director
s/Jason Munson s/Mark Dahl
LETTER #13

AGREEMENT

between

ALASKA AIRLINES, INC.

and

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Representing
The Technician & Related Crafts

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the "Association").

WHEREAS, the Company along with the Association strives to promote wellness, control costs and make improvements to the health care coverage available to our employees.

WHEREAS, it is in the best interests of the Company, the Association and employees to improve the quality and affordability of our health care.

NOW, THEREFORE, we commit to work together and partner in the following manner:

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

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

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

We share a commitment to work together during the term of the
Agreement to implement agreed upon wellness programs and
incentives, cost containment and “value based” benefits with applicable
incentives and other mutually agreed affordable health care programs
with demonstrated good outcomes, with flexibility on the part of both
parties to remove, with mutual agreement, any contractual barriers which
might otherwise impede a successful enhancement of such programs.

Signed this 1st day of December, 2011.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Sonia Alvarado    s/Shane Tackett
s/Bob Hartnett     s/Fred Mohr
s/Kurt Kinder      s/Fred Mohr
s/Marie Underwood  s/Marie Underwood

AIRCRAFT MECHANICS

WITNESS: FRATERNAL ASSOCIATION

s/Timothy Cullen  s/Earl Clark
s/Mark Dahl       s/Louie Key

AMFA Region 1 Director
AMFA National Director
LETTER #14

Letter of Agreement
by and Between
Alaska Air Group, Inc.,
Alaska Airlines, Inc.,
and
Aircraft Mechanics Fraternal Association
as representative of the Mechanics and Related Employees
employed by Alaska Airlines, Inc.

Alaska Air Group, Inc. (“AAG”), Alaska Airlines, Inc. (“Alaska”), and the Aircraft Mechanics Fraternal Association (“AMFA”), as representative of the Mechanics and Related Employees employed by Alaska (the “Employees”), agree as follows:

1. AAG, as parent of Alaska, desires to join with Alaska and AMFA in protecting and preserving the work of the Employees because doing so enhances the value of AAG’s investment in Alaska by providing additional protection to the ongoing stability in the relationship between Alaska and the Employees and providing greater financial strength to Alaska.

2. AAG has reviewed and is familiar with the terms of Section 3 (Status of the Agreement) of the 2011 Collective Bargaining Agreement between Alaska and AMFA (the “Agreement”).

3. AAG will comply with, and will require Alaska and any Successor, as defined in Section 3 of the Agreement, to comply with Sections 3.E, 3.F, 3.G, and 3.H of the Agreement.

4. This Letter of Agreement becomes effective on the effective date of the Agreement and will remain in effect concurrent with the Agreement and any status quo period applicable to the Agreement under the Railway Labor Act (RLA).

The parties have attested to their agreement to all of the foregoing terms by signing this Letter of Agreement effective this 1st day of December, 2011.
WITNESS: FOR ALASKA AIRLINES, INC.

s/William S Ayer s/Bradley D Tilden
Chairman & CEO President

WITNESS: AIRCRAFT MECHANICS
AMFA National Director

WITNESS: FRATERNAL ASSOCIATION
LETTER #15

AGREEMENT
between
ALASKA AIRLINES, INC.
and
AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
Representing
The Technician & Related Crafts

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the "Association").

WHEREAS, In an effort to recognize the Alaska Airlines technicians professionalism and valued contributions during the negotiating process and their long term commitment under this Agreement the Company agrees to pay each active employee (including those on Military Leave of Absence) covered under this agreement a one-time payment of Two Thousand Five Hundred ($2,500.00) dollars to be paid as soon as administratively possible after the Date of Signing of this agreement.

Signed this 3rd day of April, 2017.

WITNESS: FOR ALASKA AIRLINES, INC.

s/Kurt Kinder s/Greg Mays
VP Maintenance & VP Labor Relations
Engineering

s/Constance von Muehlens/Bob Hartnett
s/Sonia Alvarados/Meagan Koenig
WITNESS: AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION

s/Bret Oestreich  s/Earl Clark
AMFA National Director  AMFA Region 1 Director

s/Jason Munson  s/Mark Dahl
"APPENDIX B"
AMFA
VOLUNTARY OVERTIME
Article 6, Paragraph 5.

G.2.a. OVERTIME
POST-SHIFT - FOUR (4) HOURS OR LESS

Offered to Senior Employee on The Volunteer List on that Shift in the Bid Location Location, or the person Performing Work

If Insufficient Employees Accept - from Volunteer List in Inverse Seniority

If Insufficient Volunteers go to Mandatory Overtime G.6.

G.2.b. OVERTIME
PRE-SHIFT - FOUR (4) HOURS OR LESS

Offered to Senior Employee on The Volunteer List by Call-in on that Shift in the Bid Location, or the person Performing Work

If Insufficient Employees Accept - Awarded from Volunteer List in Inverse Seniority

If Insufficient Volunteers go to Mandatory Overtime G.6.

G.2.c. OVERTIME
ENTIRE SHIFT - MORE THAN FOUR HOURS

Senior Employee on their Regular Day Off (RDO) who would normally Work That Shift

If No Volunteers Can Be Contacted

Then Offered to the Senior Employee on RDO - Regardless of Shift on the Overtime Volunteer List

Employee on Another Shift, May be Bypassed Because of Insufficient Rest

If Overtime not filled, Offer/Award in accordance with G.2.a. and 2.b.

If Insufficient Volunteers go to Mandatory Overtime G.6.
AMFA
MANDATORY OVERTIME
Article 6, Paragraph G.6.

G.6.a. - HOLDOVER
In Event of Emergency:
Assign in inverse Seniority As follows:
Employees on Duty at Bid Location Held Over and Assigned Overtime. No Assignment more than 8 hours past the end of his shift.

G.6.b. - CALL-IN
In Event of Emergency:
Assign in inverse Seniority As follows:
Overtime needed Prior to Beginning of Shift Assigned by Call-in of Employees on that Shift in the Bid Location Required.

G.6.c. - CALL-IN ON DAY OFF
In Event of Emergency:
After utilizing G.6.a. & b. and more Overtime Required:
Assign to Employees on Day off who would Normally Work that Shift in the Bid Location.
<table>
<thead>
<tr>
<th>Article</th>
<th>Paragraph</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>40 Hour Minimum (full Time)</td>
<td>5 L 23</td>
</tr>
<tr>
<td>4</td>
<td>401K Plan</td>
<td>20 G-J 103</td>
</tr>
<tr>
<td>A</td>
<td>Address Notification</td>
<td>21 G 107</td>
</tr>
<tr>
<td>A</td>
<td>Change of Address</td>
<td>21 G 107</td>
</tr>
<tr>
<td>A</td>
<td>Current Address</td>
<td>21 G 107</td>
</tr>
<tr>
<td>A</td>
<td>Laid off Employees</td>
<td>9 F.6. 52</td>
</tr>
<tr>
<td>A</td>
<td>Amendments to the Contract</td>
<td>24 123</td>
</tr>
<tr>
<td>A</td>
<td>AMFA</td>
<td>2</td>
</tr>
<tr>
<td>A</td>
<td>Certification</td>
<td>2 A 5</td>
</tr>
<tr>
<td>A</td>
<td>Exclusive Bargaining Agent</td>
<td>3 A 7</td>
</tr>
<tr>
<td>A</td>
<td>Jurisdiction</td>
<td>2 C 5</td>
</tr>
<tr>
<td>A</td>
<td>Annual Physical</td>
<td>14 B.4. 79</td>
</tr>
<tr>
<td>A</td>
<td>Appearance</td>
<td>18 L 97</td>
</tr>
<tr>
<td>A</td>
<td>Standards</td>
<td>18 L 97</td>
</tr>
<tr>
<td>A</td>
<td>Uniform</td>
<td>18 I 97</td>
</tr>
<tr>
<td>A</td>
<td>Arctic Differential</td>
<td>23 N 121</td>
</tr>
<tr>
<td>A</td>
<td>Article</td>
<td>25 4</td>
</tr>
<tr>
<td>A</td>
<td>Purpose of Agreement</td>
<td>4</td>
</tr>
<tr>
<td>A</td>
<td>2 Scope of Agreement</td>
<td>5</td>
</tr>
<tr>
<td>A</td>
<td>3 Status of Agreement</td>
<td>7</td>
</tr>
<tr>
<td>A</td>
<td>4 Classification of Work</td>
<td>11</td>
</tr>
<tr>
<td>A</td>
<td>5 Hours of Service</td>
<td>19</td>
</tr>
<tr>
<td>A</td>
<td>6 Overtime</td>
<td>29</td>
</tr>
<tr>
<td>A</td>
<td>7 Holidays</td>
<td>36</td>
</tr>
<tr>
<td>A</td>
<td>8 Field Service and Special Projects</td>
<td>40</td>
</tr>
<tr>
<td>A</td>
<td>9 Seniority</td>
<td>49</td>
</tr>
<tr>
<td>A</td>
<td>10 Vacancies</td>
<td>59</td>
</tr>
<tr>
<td>A</td>
<td>11 Leave of Absence</td>
<td>65</td>
</tr>
<tr>
<td>A</td>
<td>12 Training</td>
<td>70</td>
</tr>
<tr>
<td>A</td>
<td>13 Vacations</td>
<td>73</td>
</tr>
<tr>
<td>A</td>
<td>14 Sick Leave</td>
<td>78</td>
</tr>
<tr>
<td>A</td>
<td>15 Transportation</td>
<td>82</td>
</tr>
<tr>
<td>A</td>
<td>16 Grievance Procedure</td>
<td>84</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>1</td>
<td>17 System Board of Adjustment</td>
<td>89</td>
</tr>
<tr>
<td>2</td>
<td>18 Safety and Health</td>
<td>95</td>
</tr>
<tr>
<td>3</td>
<td>19 Severance Allowance</td>
<td>99</td>
</tr>
<tr>
<td>4</td>
<td>20 Retirement Plan</td>
<td>101</td>
</tr>
<tr>
<td>5</td>
<td>21 General and Miscellaneous</td>
<td>106</td>
</tr>
<tr>
<td>6</td>
<td>22 Insurance</td>
<td>110</td>
</tr>
<tr>
<td>7</td>
<td>23 Wage Rules</td>
<td>118</td>
</tr>
<tr>
<td>8</td>
<td>24 Savings Clause</td>
<td>123</td>
</tr>
<tr>
<td>9</td>
<td>25 Effective Date and Duration</td>
<td>124</td>
</tr>
<tr>
<td>10</td>
<td>26 Schedule A (Wage and Premiums)</td>
<td>125</td>
</tr>
<tr>
<td>11</td>
<td>27 Letters of Agreement</td>
<td>127</td>
</tr>
<tr>
<td>12</td>
<td>28 Shift Differential</td>
<td>128</td>
</tr>
<tr>
<td>13</td>
<td>29 Longevity Allowance</td>
<td>129</td>
</tr>
<tr>
<td>14</td>
<td>30 (Intentionally Left Blank)</td>
<td>130</td>
</tr>
<tr>
<td>15</td>
<td>31 Union Shop</td>
<td>131</td>
</tr>
<tr>
<td>16</td>
<td>Awarding of Vacancies</td>
<td>10 C 61</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td><strong>B</strong></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Bid Location</td>
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</tr>
<tr>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Defined</td>
<td>5 D 20</td>
</tr>
<tr>
<td>22</td>
<td>Establishing / Eliminating</td>
<td>5 I.1. 22</td>
</tr>
<tr>
<td>23</td>
<td>Part Time Employees</td>
<td>5 M 23</td>
</tr>
<tr>
<td>24</td>
<td>Reduction / Seniority</td>
<td>5 I.2. 22</td>
</tr>
<tr>
<td>25</td>
<td>Reporting To</td>
<td>15 C.2. 83</td>
</tr>
<tr>
<td>26</td>
<td>Bidding</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Fill or Part Time Specification</td>
<td>10 A 59</td>
</tr>
<tr>
<td>28</td>
<td>Lead Bids</td>
<td>10 K 64</td>
</tr>
<tr>
<td>29</td>
<td>Qualifications</td>
<td>10 A 59</td>
</tr>
<tr>
<td>30</td>
<td>Specifying Shift and Days Off</td>
<td>10 A 59</td>
</tr>
<tr>
<td>31</td>
<td>Station or Location</td>
<td>10 A 59</td>
</tr>
<tr>
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173
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175

Discrimination

1. Age
2. Disability
3. Race or Color
4. Religion or National Origin
5. Sex
6. Veteran Status
7. Dues Check Off Form
8. Dues Check Off
9. Dues Payment Due Date
10. Effective Date and Duration of Contract
11. Employee Service Records
12. Employee Tool Coverage
13. Employee Transfer
14. Personal Effects
15. Time Allowed
16. Employment while on LOA
17. FAA Rest Violation
18. Family Bereavement Leave
19. Field Service
20. 8 Hrs Rest on Return
21. 8 Hr Guarantee
22. Expenses
23. Lead Appointment
24. Selection Procedures
25. Tool Coverage
26. Travel Time
27. Fixed or Rotating Days Off
28. Furlough
29. See Reduction of Employees
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177
|   | Coverage While on LOA |   | Group Coverage |   | Life |   | Medical |   | Dental |   | Dental-Orthodontics |   | Dual Coverage |   | Prescription Plan |   | Retirement Coverage |   | Short Term Disability |   | Vision |   |
|---|----------------------|---|---------------|---|------|---|---------|---|--------|---|-------------------|---|--------------|---|-------------------|---|------------------|---|--------|---|
| 1 | Coverage While on LOA | 22 | B              | 116 | Group Coverage | 22 | A       | 110 | Life    | 22 | A.3.              | 115 | Medical         | 22 | A.2.              | 114 | Life             | 22 | A.1.e.           | 113 | Dental           | 22 | A.2.b.           | 115 |
| 2 |                      |   |                |    | Life            |    |         |    | Medical |    | Dual Coverage     |    |              |    | Prescription Plan |    | Retirement Coverage |    | Short Term Disability |    | Vision          |    |
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### Job Description

1. **Aircraft Machinist**
2. **Aircraft Technician**
3. **Automotive Technician**
4. **Avionics Technician**
5. **Facilities Technician**
6. **Fleet Service**
7. **Inspector**
8. **Janitor**
9. **Lead Aircraft Machinist**
10. **Lead Aircraft Technician**
11. **Lead Automotive Technician**
12. **Lead Avionics Technician**
13. **Lead Facilities Technician**
14. **Lead Fleet Service**
15. **Lead Inspector**
16. **Lead Janitor**
17. **On the Job Trainer**
18. **Technician**
19. **Technician Helper**
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13 Medical Plan Collaboration to Cut Costs
and Establish Wellness Plans

14 Alaska Air Group

15 Long Term Commitment Pay

Long and Faithful Service

Longevity Premium

10, 16, 20, 31, 30 Years

Management

Performing Work

Working through the Lead Upgrade

Manuals

Availability

Company’s Responsibility

Employee’s Responsibility

Maternity Leave

Merger Protection

Military Leave

Minimum Call In

Minimum Rest

Minimum Tool Requirement

Missed Lunch

Moving Allowances

Compensation

Early Leave

No Lunch

Occupational Injury

OJI Trainer Premium

Overtime

6th and 7th Day

By-Pass

Call in 2 hr Rule

Call In Day Off

Call in
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**Vacation**

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