



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

AIP / TA SUMMARY

Alaska Airlines, Inc. (Company or Alaska), and the Aircraft Mechanics Fraternal Association (AMFA or Union) have reached Tentative Agreement (TA) on modifications to the existing Collective Bargaining Agreement (CBA) ending October 17, 2023.

This TA Summary document (TA Summary) is intended to assist Alaska members with their review and consideration of the TA as part of the Union's ratification process by highlighting the **substantive changes** in each Article of the CBA. **As of October 17, 2023, we still do not have a completed TA and there may be some minor formatting and word additions or removals also with a handful of substantive issues to work out. This Summary Sheet is not the whole TA but does represent the Union's position on the remaining open substantive items.**

General Clean-up / Housekeeping

The entire CBA was cleaned-up for consistent formatting, consistent use of certain terms such as "Employee"; (meaning an Employee covered by the Agreement); consistently used "will" as opposed to "shall", standardized pronoun usage, and other non-substantive clean-ups. These changes are considered **non-substantive** and cause no change to the intent of the language. For that reason, the **non-substantive cleanup changes** are not included within this TA Summary.

Note: the complete (cover-to-cover) TA language sent for Member ratification contains all substantive and non-substantive cleanup changes in track-edited format. The complete TA controls if there is a discrepancy from the TA and this TA Summary. Please contact your ALR if you have any questions about this Summary. The NOTES provided below are solely to aid the reader and do not constitute evidence of bargaining intent or otherwise.

This TA Summary is organized by Article with reference to Paragraphs and Subparagraphs as applicable:

0. PREAMBLE

Non-Substantive cleanup only. No Substantive changes.

1. ARTICLE 1 -- PURPOSE OF AGREEMENT

PARA. D.: ~~Alaska Airlines and the Aircraft Mechanics Fraternal Association hereby agree that neither~~ Neither the Company nor the Union will discriminate against any ~~employee~~ Employee because of race, color, ancestry or national origin, citizenship or immigration status, religion or creed, age, disability, sex or gender, pregnancy, sexual orientation, gender identity or gender expression, military or veteran status, marital or parental status, or medical or genetic information, or any other basis protected by applicable law. ~~race, color, religion, national origin, disability, or veteran status, sex or age.~~

NOTE: Update non-discrimination language with additional protected classes.



2. ARTICLE 2 -- SCOPE

Non-Substantive cleanup only. No Substantive changes.

3. ARTICLE 3 -- STATUS OF AGREEMENT

Non-Substantive cleanup only. No Substantive changes.

4. ARTICLE 4 -- CLASSIFICATION OF WORK

PARA. C.2.: Lead Aircraft Technician

A Lead Aircraft Technician ~~shall~~will 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~~Employees not exceeding a group totaling more than fifteen (15) other ~~employees~~Employees. At all locations where more than ~~five-six~~(56) technicians are on duty and on the same shift within a bid location or shop, one (1) ~~shall~~will be ~~lead~~Lead.

NOTE: Change to Technician to Lead ratio.

PARA C.3.: Lead Avionics Technician

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

NOTE: Updated language related to Lead Avionics license requirements.

PARA. E.2.: Avionics Technician

The work of an Avionics Technician ~~shall~~will consist of the repair and maintenance of aircraft electrical and electronic equipment, maintenance of the work area. Technicians entering the classification ~~shall~~will possess~~;~~:

- a. A valid ~~General Radio-Telephone Operators~~A&P License;
- b. ~~Airframe license~~Two (2) years of transport category aircraft maintenance experience, which may be waived by the Company; and
- 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.—A valid General Radio-Telephone Operators License if required by law to perform specific task(s) in a bid location.~~



~~The Airframe license requirement may be waived by the Company.~~ The ~~Airframe~~ Avionics Technician A&P license requirement would not apply to current Avionics Technicians as of ~~October 17, 2005~~ date of ratification of this Agreement.

NOTE: Updated language related to Avionics license requirements.

5. ARTICLE 5 -- HOURS OF SERVICE

PARA. A.4: New Paragraph: In a twelve (12) month period, Employees will be allowed up to six (6) events of clocking in up to six (6) minutes after their scheduled shift start time without being considered as having reported late for work.

PARA. 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 unless otherwise required by law in that location.

NOTE: Only substantive change was to add “unless otherwise required by law in that location.”

PARA. C.1.: Late Lunch

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

NOTE: Only substantive change was to add “unless otherwise required by law in that location.”

PARA. C.2.A.: Missed Lunch

- a. If because of the operation, an ~~employee~~ Employee fails to receive ~~his~~ their lunch period (missed lunch), ~~he shall~~ they will receive thirty (30) minutes straight time pay for ~~his~~ their missed lunch (unless otherwise required by law in that location) and also receive pay for all hours worked (overtime if applicable). A ~~graveyard-night~~ shift ~~employee~~ Employee who misses ~~his~~ their 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 (~~1 1/2~~) as compensation for the missed lunch (unless otherwise required by law in that location).

NOTE: Only substantive change was to add “unless otherwise required by law in that location.”

PARA. F.1: Shift Bidding

2. For purposes of shift 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. ~~A n~~ Notice of a shift realignment ~~shall~~ will be ~~posted~~ provided a minimum of ~~fourteen (14)~~ twenty-eight (28) calendar days in advance of the bid effective date. ~~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:~~

- b. The ~~bulletin~~ shift realignment ~~shall~~ will be posted a minimum of seven (7) calendar days for review purposes, which will be utilized for An additional seven (7) calendar days will be provided for bidding purposes, ~~and~~ The results of the bidding will be posted a minimum of ~~seven (7)~~ fourteen (14) calendar days prior to placing the schedule into effect.
- c. ~~If there are insufficient bidders to complete the required schedule, the junior employees in the bid location shall be assigned.~~ The new schedule ~~shall~~ will not be placed into effect and ~~employees~~ Employees ~~shall~~ will 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~~ 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~~ will be paid at the straight time rate or the Employee may be directed by the Company to alter their next reporting time to achieve rest without loss of pay.

NOTE: Updated shift bid language which would limit frequency and scope of shift bids. Updated language also provides additional notice of shift bids.

PARA. F.2.: When an Employee vacates a shift or there is an increase in the work force at a bid location that causes a vacant shift between shift realignments, the vacant shift will be opened for trickle bidding by Category Seniority to existing Employees in that bid location on other shifts (including relief shifts) in the same classification.

- a. Each subsequent vacant shift will follow the trickle bid process until a vacancy, as defined in Article 10, Subparagraph A.5. results.
- b. The trickle bid process (e.g., bid submittal, awarding, timing) will be jointly designed in partnership between AMFA and the Company within ninety (90) days following ratification of this Agreement.

NOTE: Establishes trickle bid processes for single or multiple shift vacancies between shift realignments in F.1.

PARA. G.: All shifts and days off will be re-bid as set forth in Paragraph F. above ~~at least every one hundred eighty-five (185) calendar days twice per year effective in May and September. from the effective date of the last re-bid.~~

- a. Additional bids may be required due to operational requirements (e.g., flight schedule change, workload changes). Advance notice to the Airline Representative(s) will be provided when additional shift realignment bids become necessary.
- b. Shift realignments are not required for changes in start times of two (2) hours or less. No ~~employee~~ Employee covered by this Agreement shall will be denied the right to select ~~his~~ their shift and days off except as otherwise provided for in this Article.



3. If there is a shift realignment or trickle bid during the time of an ~~employee's~~ Employee's absence, it is the obligation of the ~~employee~~ Employee to keep ~~his~~ their manager/supervisor informed of ~~his~~ their preference for shift and days off. Failure to do so will result in the ~~employee~~ Employee, upon return, being assigned to a position (shift and days off) until the next shift realignment.
4. 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 as defined in Article 10, Subparagraph A.5.

NOTE: Re-bids effective dates (May and Sept.) established and additional bid dates permitted under certain circumstances.

PARA. 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. The Company will assign a probationary employee and Employees on a trial period entering eCategory 1 from eCategory 2 to a shift within their bid location. The Company may, for training purposes, temporarily distribute such assignments evenly across all shifts within the bid location until they are released from training and/or eligible for shift realignment or trickle bid. "Probationary" shall will be defined as set forth in Article 9, Paragraph C.~~

NOTE: Establishes the new probationary Employee temporary shift and days off scheduling and subsequent transition of those shift and days off when probation ends.

PARA. J.: The scheduled starting times for regular shifts at maintenance facilities existing at the date of ratification of this Agreement will be as follows: ~~Shifts shall be defined as follows:~~

1. The day shift will start no earlier than 4:30 a.m. and no later than 9:00 a.m.
2. The afternoon shift will start no earlier than 12:00 p.m. and no later than 4:30 p.m.
3. The night shift will start no earlier than 7:00 p.m. and no later than 11:30 p.m.
4. The Parties will first meet and discuss should other shift start times be needed by the Company outside the hours set forth in this Paragraph J.

	<u>Commencing Between</u>
First Shift	0500 – 1159 Local Time
Second Shift	1200 – 1929 Local Time
Third Shift	1930 – 0459 Local Time

NOTE: Revised language setting firmer shift start time windows.

PARA. 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 scheduled starting times within a the shift starting times set forth in Paragraph J of this Article. 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.~~

NOTE: Deleted split shift language.



PARA. P.: Trades of Shifts and Days

1. All shift/day trade agreements must be in writing, signed by both Employees involved and the supervisor within the bid location of the Employee initiating the trade. Upon approval of the trade, the Employee(s) involved are required to fulfill the terms of the trade and each Employee is solely responsible to cover the agreed upon traded shift(s). An Employee may request a self-trade or alternative working day(s) with the approval of the Employee's supervisor.
2. Failure to show up or cover the shift/day trade may result in disciplinary action unless the Employee is on a rest period after working twenty (20) or more consecutive hours. For a non-probationary Employee's first offense, a thirty (30) day shift/day trade suspension accompanied by a trade violation warning letter will be issued, and for additional offenses, progressive disciplinary action may be taken.
3. In the event a shift/day trade causes an Employee to work two (2) shifts in a row, provided they are in compliance with the GPM, provisions of this Agreement regarding mandatory off-duty rest periods will not apply. The insufficient rest penalty will not be paid as a result of a trade.
4. Overtime will not be paid because of any shift/day trade; provided however, all other applicable premiums will apply.
5. Employees may, for pay purposes only, use earned vacation and/or banked holiday hours in conjunction with an approved trade day off.
6. Partial shift/day trades of four (4) hours or more will be permitted.
7. Trade day off hours will be counted as straight time hours worked for the purpose of vacation accruals, sick leave accruals, and insurance premium eligibility.

NOTE: Para. P. places certain parameters and requirements of Trades of Shifts / Days into the CBA. Any amendments to this language would need to be agreed upon by the Company and Union.

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable.

6. ARTICLE 6 – OVERTIME

PARA. 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;
4. ~~when holiday~~ Holiday falls on ~~employee's~~ Employee's scheduled work day;-
5. Banked Holiday hours used on ~~employee's~~ Employee's scheduled work day;-
6. Holiday hours worked;



7. OJI (As long as the ~~employee~~-Employee has been released to duty and the doctor has cleared the ~~employee~~-Employee to perform the overtime work [type of work and duration]).
8. Training hours paid; ~~and~~
9. Union leave (hours paid by the Company later reimbursed by the Union.);
10. Trade days off (trade days worked will not count); and
11. Jury Duty hours paid.

NOTE: Adds language to include Jury Duty hours paid toward the forty hours for a workweek.

A. PARA. G.1.: A standard list of Employees ~~For for~~ all classifications ~~a standard list of all employees shall~~ will be maintained by ~~classification~~-Category ~~seniority~~-Seniority date, for each shift and bid location for the purpose of volunteering for overtime (the "Overtime List(s))" (example list attached).

1. Employees will indicate their willingness to work overtime on any given day by including their name on the Overtime List and by indicating the type of overtime they are willing to work. The types of overtime will be as set forth below:
 - a. Post-Shift Overtime will indicate an Employee's willingness to work continuous overtime hours connected to the end of their shift that is anticipated to be four (4) hours or less and will start immediately following conclusion of the Employee's shift.
 - b. Pre-Shift Overtime will indicate an Employee's willingness to work continuous overtime hours connected to the beginning of their shift that is anticipated to be four (4) hours or less and will start immediately prior to the start of the Employee's shift.
 - c. Over Four Overtime ("OFO") will indicate an Employee's willingness to work overtime anticipated to be more than four (4) hours following their regular shift or on their RDO. An Employee willing to work their RDO outside of their regular shift will put their name on the bottom of the Overtime List for the other shift(s) they are willing to work.
 - d. Call Back Overtime will indicate an Employee's willingness to be called back to work overtime following completion and departure from their regular shift.
 - e. Any Available Overtime ("AAO") will indicate an Employee's willingness to work any overtime set forth in Subparagraphs G.1(a)-(d).
 - f. Employees may include their preference on the Overtime List to work one (1) or more of the types of overtime set forth in this Subparagraph G.1.
2. The Company will offer and award overtime by classification pursuant to Category Seniority to Employees on the Overtime List for that day in the bid location who have the ability to perform the work. When the Employee is not on shift, the requirement to offer the overtime is satisfied when contact attempt is made to the phone number listed by the Employee on file with the Company, or if the Employee is on shift, direct contact (i.e., face-to-face; voice-to-voice) is required (e.g., phone, radio, or in-person).



3. If an insufficient number of Employees accept the overtime offer, the Company will award the overtime to the required number of Employees in the bid location in the classification on the Overtime List by inverse Category Seniority.
4. Employees may add or remove their name from the Overtime List for any day, at any time; provided however, Employees may not remove their name if it is on the current Overtime List, and they have already been offered the overtime. Overtime will not be cancelled by the Company or an Employee within twelve (12) hours of the start of the overtime shift once awarded by the Company.
5. The Company will maintain Overtime Lists a minimum of fourteen (14) calendar days in advance of possible overtime offer dates. The Company will maintain a complete record of the Overtime Lists in rolling thirty (30) day periods for review by the ~~Association~~ Union.
6. The Company will bargain the effects with the Union prior to implementing any changes to the current electronic overtime system.
7. Overtime will be offered by the types set forth in Subparagraphs G.1(a)-(e) and awarded to qualified Employees as follows:
 - ~~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.~~
 - g. Post-Shift Overtime, as set forth in Subparagraph G.1.(a), will be offered and awarded to Employees on the Overtime List at the bid location on that shift who have indicated a willingness to work Post-Shift Overtime, or it will be awarded to the Employee ~~individual~~ performing the actual work during the shift if it is impractical to break the continuity of work.
 - h. Pre-Shift Overtime, as set forth in Subparagraph G.1.(b), will be offered and awarded to Employees on the Overtime List at the bid location on that shift who have indicated a willingness to work Pre-Shift Overtime.
 - i. Over Four Overtime ("OFO"), as set forth in Subparagraph G.1.(c), will be offered and awarded to Employees on the Overtime List at the bid location on that shift who have indicated a willingness to work OFO. OFO will be offered and awarded in the following order:
 - i. Any Employee on their RDO who would normally work that shift will be offered and awarded the overtime by Category Seniority.
 - ii. Any Employee from another shift on their RDO who is on the Overtime List for the shift requiring the overtime will be offered and awarded the overtime by Category Seniority. An Employee from another shift may be bypassed if it would result in an insufficient rest situation.



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- iii. If the overtime is not filled in accordance with Subparagraphs G.7.(c)(i)-(ii) above, it may be offered and awarded in accordance with G.7.(a)-(b) by equally splitting (as close as possible) the OFO between Post- and Pre-Shift Overtime.
 - iv. If, after exhausting the procedures set forth in Subparagraphs G.7.(c)(i)-(iii), the overtime remains unfilled, the OFO will be offered and awarded to any Employee on the Overtime List who has indicated a willingness to work OFO in accordance with Category Seniority.
 - j. If after exhausting the procedures set forth in Subparagraphs G.7.(a)-(c), the overtime remains unfilled, the overtime may be offered and awarded to an Employee on the Overtime List who has indicated a willingness to work Call Back Overtime pursuant to Category Seniority.
- 8. Overtime will be offered and awarded by shift (i.e., First Shift; Second Shift; Third Shift), type (see Subparagraphs G.1(a-e)), and by classification pursuant to Category Seniority in accordance with this Article regardless of whether the shift has multiple start/end time. An Employee may be considered ineligible to work overtime if it would result in an insufficient rest situation.
 - 9. An ~~employee~~-Employee working a relief shift schedule, per Article 5, Subparagraph Q.2., will be eligible for regular day off (RDO) overtime opportunities based on the shift of ~~his~~-their last scheduled day of work.
 - 10. When the Company has the need to call an ~~employee~~-Employee in on a regular day off (RDO), the Company will inform the ~~employee~~-Employee of the hours anticipated to be worked.
 - 11. When the Company is aware of a requirement for overtime two (2) or more hours before the end of a shift, ~~employees~~-Employees should be given at least two (2) hours' notice of the contemplated overtime.
 - 12. The Company will not offer or award any overtime more than seventy-two (72) hours ahead of the contemplated overtime.
 - 13. Lead overtime will be offered to Leads signed up on the volunteer ~~overtime~~-Overtime ~~list~~List.
 - k. If there are no Leads available to fill the overtime need at the time and one-half ($1\frac{1}{2}x$ -~~1/2~~) or double time (2x) rate, or if no Leads signs up on the ~~volunteer list~~Overtime 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~~ Employee regularly scheduled for the shift.
 - l. Notwithstanding the above, in those instances where the ~~lead~~-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.
 - m. In those instances where the Company does not call in ~~lead~~-Lead overtime, ~~employees~~ Employees in the base classification will not be required to perform ~~lead~~-Lead duties as identified in Article 4.



14. In the event there are insufficient volunteers available to work the overtime, the Company will solicit Employees at the affected station to voluntarily work the overtime. Overtime will be awarded among solicited volunteers in the classification pursuant to Category Seniority order first by bid location and then by other bid locations within the station. If no Employees at the affected station accept the solicitation, the Company may call a field trip to cover the overtime.
15. If the overtime cannot be covered pursuant to Paragraph 14, the Company may declare an overtime emergency~~may be declared by the company~~. The term "overtime emergency" as used in this ~~paragraph~~ Paragraph means an unforeseen combination of circumstances or the resulting state that calls for immediate action to cover the overtime. Such emergency ~~shall~~ will be stated in writing prior to the ~~employee~~ Employee beginning the overtime assignment, with a copy to the Airline Representative upon written request. The Company may mandatorily assign any qualified ~~employee~~ Employee in the classification, by inverse Category Seniority order first at the bid location and then the station, to perform the work utilizing the order ~~as~~ set forth below at the applicable rate of pay~~in inverse seniority order~~:
- a. Holdover: In the event of an emergency, ~~employees~~ Employees on duty at the bid location may be held over and assigned overtime. In no event will this ~~employee~~ Employee be assigned for more than eight (8) hours past the end of ~~his~~ their 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~~ will be assigned by call-in of the ~~employees~~ Employees on that shift in the bid location required.
 - c. Call-in on Day Off: After utilizing G.~~5.a.~~ 13 above, and in the event additional overtime is required, overtime ~~shall~~ will be assigned to those ~~employees~~ Employees on their day off who would normally work that shift in the bid location required.
16. In the event an ~~employee~~ Employee is by-passed as a result of the Company not following the overtime process set forth in this Article, they will be paid at the applicable rate for all hours bypassed. ~~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.~~

NOTE: Rewrote overtime rules to be easier to understand and administer. This will make it clearer in case of a bypass.

NOTE: **New Subparagraph 16:** If bypassed for overtime Company will pay out at applicable rate.

PARA. H.: No overtime ~~shall~~ will be worked except by direction of the proper supervisory personnel of the Company, or ~~his~~ their designee, which could be a Lead.



NOTE: Added language to allow a Lead to authorize overtime when they are designated to do so by the Company.

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable.

7. ARTICLE 7 -- HOLIDAYS

PARA. B.: Operational needs permitting; the Company will offer at least ten percent (10%) of the ~~employees~~ Employees (on each shift, by classification, bid location) the holiday off where there are ten (10) or more ~~employees~~ Employees. Management will make every reasonable attempt to provide additional Employees above the ten percent (10%) off on the holidays including use of Employees on the Overtime List. Where there are fewer than ten (10) ~~employees~~ Employees as defined above, management will make every reasonable attempt to provide time off on the holidays. The ~~employee~~ Employee count is based on ~~employees~~ Employees actually scheduled to work on that day excluding ~~employees~~ Employees absent due to vacation, leaves, etc. Any fractional points will be rounded down.

1. 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~~ will remain posted for a minimum of three (3) calendar days. All volunteers selected to have the holiday off, ~~shall~~ will be notified at least three (3) calendar days in advance.
2. Selection ~~shall~~ will be based on the ~~employee's~~ Employee's ~~classification seniority~~ Category 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~~ Employee(s) with the lowest Category Seniority ~~seniority~~ within the classification, bid location, and shift.

NOTE: Added language that management will make every reasonable attempt to provide additional individuals above ten percent (10%) off on the holidays including use of individuals on the overtime list. Specified use of Category Seniority in F.2.

PARA. F.2.: [Employees may] ... Elect to bank holiday hours not worked in lieu of pay when the holiday falls on their regular day off. Employees may bank the same number of hours equivalent to their regularly scheduled shift length.

8. ARTICLE 8 -- FIELD SERVICE AND SPECIAL PROJECTS

PARA. 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.~~ The Company will reimburse Employees traveling away from their base station for a field trip and/or CIMF with meals and incidental expenses (M&IE) per diem in accordance with applicable U.S. Governmental Services Administration (GSA) rates. Employees will not be required to use their personal automobile for Company business.



Employees traveling away from their base station for a field trip and/or CIMF will be provided hotel accommodations and travel to/from the hotel in accordance with Article 21, Paragraph T.

NOTE: New language provides for per diem while on a trip. Hotels will be same as flight crew accommodations when available.

PARA. E.: When an ~~employee~~ Employee is away from ~~his~~ their home station on a field ~~assignment trip~~ and/or CIMF ~~he~~ they ~~shall will~~ be paid time and three quarters (1.75X) for all hours from the time they depart their home station until the time they return to their home station. An Employee assigned to work during a holiday on a field trip and/or CIMF will be compensated at the holiday rate of pay for the holiday worked only. ~~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.~~

NOTE: New language provides that all time spent on a field trip (from departure from home station until return to home station) will be paid at a rate of 1.75.

PARA. F.: An ~~employee~~ Employee having completed a field ~~assignment trip~~ away from ~~his~~ their base ~~Station~~ station, beyond ~~his~~ their regular shift, ~~shall will~~ have at least eight and one-half (8.5) hours rest before being required to report for work. An ~~employee~~ Employee having completed a field ~~assignment trip~~ ~~shall will~~ not be paid less money, exclusive of expenses, then ~~he~~ they would have received had ~~he~~ they worked ~~his~~ their regular shift at ~~his~~ their home base. If on return from a multiple day field trip an ~~employee~~ Employee has two (2) hours or less remaining in ~~his~~ their shift, ~~he~~ they ~~shall will~~ be released from duty for the day with pay.

NOTE: Changed rest period to 8.5 hours to be consistent with other areas of the CBA.

PARA. G.: When ~~employees~~ 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~~ Employee departing. In the event a technician's tools are delayed upon return from a field trip, the ~~technician~~ Employee will not be required to perform work task(s) requiring the use of those tools, unless the tooling is provided by the Company.

NOTE: New language provides that if tools are delayed on return from a field trip, Employee will not be required to perform tasks they do not have the tools to do unless Company provides tools.

PARA. J.1.: Field Trip and Charter/Irregular Maintenance Flight (CIMF) Procedures

1. ~~In the event~~ The Company has the right to determine when a field trip is required to restore ~~airplanes~~ aircraft or equipment to service or CIMF, ~~the~~ The responsible station Maintenance Manager or ~~his~~ their designee will be contacted regarding specifics of a potential trip. The Company will dispatch Employees on a field trip under the following circumstances:
 - a. Restoration of an aircraft(s) ~~airplane(s)~~ for return to service has an estimated repair time of three (3) hours or more;



- b. The arrival time of the Technician(s) selected for the field trip will not delay the estimated return to service time of the aircraft; and
- c. A rotatable part(s) is required to restore aircraft ~~airplanes~~ to service and is sent from ANC, SEA, PDX, SFO or LAX inventory. ~~Even though the actual selection of personnel may be delegated,~~

NOTE: New language will require the Company to send Employees on a field trip under certain circumstances.

PARA. J.2.B.: The volunteer lists will be posted and maintained at each location. Employees ~~Technicians~~ will have the option to add or delete their names at any time prior to the selection process beginning. Once the selection process begins, the volunteer list is considered final and names will not be removed.

PARA. K.2.: ~~Personnel~~ Employees desiring to be considered for Special Projects must indicate their preference by signing on one (1) or more of the three (3) project type volunteer lists: Structures, Avionics, A & P. The volunteer lists will be posted and maintained in Category Seniority ~~classification seniority~~ order at each station. ~~Technicians~~ Employees will have the option to add or delete their names at any time prior to the selection process beginning. Once the selection process begins, the volunteer list is considered final, and names will not be removed.

NOTE: For field trips and special projects added language that name cannot be removed from volunteer list once selection process has commenced.

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable for selection process.

9. ARTICLE 9 -- SENIORITY

PARA. A.-B.: Company ~~seniority~~ Seniority of present ~~employees~~ Employees will include total length of continuous service with the Company or any of its predecessor companies for the purposes of obtaining benefits, bidding vacation, and travel boarding priority regardless of departmental transfers. ~~Classification seniority shall will be by work classification and shall will 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 will 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 will 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. Union Category Seniority ("Category Seniority") will be defined as the length of service for which an Employee receives credit in any of the classifications set forth in Article 4 and will accrue from the date upon which an Employee enters such Category.

1. Initial Category Seniority for Employees employed in any of the classifications set forth in Article 4 at the date when this Agreement is Ratified will be calculated using the Employee's Technician and Related seniority.

2. Category Seniority will govern as provided for in this Agreement.

3. The Union Categories to be recognized for seniority purposes will be as ranked below:

a. Category 1

- i. Lead/OJT Maintenance Controller.
- ii. Maintenance Controller.
- iii. Lead/OJT Inspector.
- iv. Inspector.
- v. Lead/OJT Technician (Aircraft, Machinist, Avionics, Facilities, Automotive).
- vi. Technician (Aircraft, Machinist, Avionics, Facilities, Automotive).

b. Category 2

- i. Lead/OJT Fleet Service.
- ii. Fleet Service.
- iii. Technician Helper.
- iv. Lead Janitor.
- v. Janitor.

~~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.~~

NOTE: Changed from classification seniority to Category Seniority. This represents a new seniority system for bidding shifts, days off, bidding vacancies, field service selection, and reduction in force rules, etc.

PARA. F.: 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 their current Category(ies) ~~classifications~~ from which promoted for a period not to exceed ninety (90) days worked in such position(s) on a cumulative basis per rolling twelve (12) month period. ~~calendar year.~~

NOTE: 90 days to continue to accrue seniority while in temporary management position changed from calendar year to rolling 12-month period.



PARA. G.3. Employees ~~covered by this Agreement shall~~will lose their seniority status and their names will be removed from the seniority list under the following conditions:

3. ~~They are~~He is absent from work for ~~two (2)~~five (5) consecutive work days without properly notifying the Company for the reason of ~~their~~his absence unless a satisfactory reason is given for not notifying the Company;

NOTE: Expanded time period from 2 days to 5 days.

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable.

10. ARTICLE 10 -- VACANCIES

PARA. A.1.-7: 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 ~~E~~mployee may specify part-time, full-time, shift and days off. An ~~E~~mployee filing a preference bid for a position in which ~~they~~he holds seniority is not required to list any qualifications. The preference bid may be submitted at any time to ~~the local manager~~Centralized Bidding or ~~his designee~~ at which time the bid will be time/dated and ~~shall~~will become effective ~~five (5) days after the time/date~~immediately. When vacancies are posted, (reference ~~paragraph~~ 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 electronic via Centralized bidding~~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 ~~E~~mployee refuses to accept a preference bid award, ~~they~~he will not be awarded another preference bid for a period of six (6) months unless furloughed per Article 9, Paragraph K.2.
2. Preference bids ~~shall~~will be utilized for bidding vacancies~~, 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, and. 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~~will not be used for bidding days off, shifts or starting times within a bid location.
3. If an ~~E~~mployee is not awarded an upgrade to a premium position (i.e., Lead, Inspector, OJTI, a Maintenance Control position) or to a higher Category classification~~due to a lack of qualifications (not seniority), the company~~Company shallwill, within seven (7) days of the award, give the reason(s) in writing to the ~~employee~~Employee not receiving the award.
4. Vacancies projected to be ninety (90) days or longer in the ~~classifications~~categories covered by this Agreement ~~shall~~will be awarded to those ~~E~~mployees who have a valid preference bid on file for the



vacancy.

5. "Vacancy" for purpose of this Article 10 ~~shall~~will be defined as an open position established by the Company which resulted from ~~either an unfilled trickle bid following either an employee~~Employee leaving a bid location or an increase in the number of ~~employees~~Employees at a bid location. If the un-bid vacancy is abolished or moved to another location, the Company will provide written notice to the Airline Representative(s).
6. New Employees may not submit preference bids during their probationary period.
7. Preference bids ~~shall~~will 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(s) will be granted access to view posted and awarded preference bids in all locations. If the Union questions a bid award, it may review all preference bids on file for that position.

NOTE: New language closer to how vacancy bidding is currently done through Centralized Bidding. Removed all language pertaining to examples for bidding between specific stations and bid locations. Changed language for how vacancies are handled and notification to the Airline Representative with disposition of vacancies.

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable.

11. ARTICLE 11 -- LEAVE OF ABSENCE

PARA. 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. Maternity LOA.~~

Employees who are certified as unable to work during pregnancy by a healthcare provider of their choice will be considered on a Medical LOA. Employees who are granted an LOA after the birth of a child, or after a miscarriage, will be required to return to work within one hundred twenty (120) days after the birth of the child or of a miscarriage, unless an extension is granted. Said extension may not exceed an additional sixty (60) days. At the conclusion of the LOA, the Employee must give the Company three (3) weeks' advance notice of the date they intend to return. Employees who are granted a Maternity LOA will retain and accrue seniority for the duration of the LOA. If federal, state and/or local laws or regulations provide Maternity LOA and/or pregnancy benefits in excess of what is provided for in this Agreement, such laws or regulations will control.



NOTE: Updated Medical Leave of Absence language as related to pregnancy and childbirth.

PARA. J.1. Each month, the Company will supply ~~AMFA~~ the Union with a list of ~~employees~~ 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%)~~ twenty-eight point sixty-eight percent (28.68%) ~~shall~~ will be added for those fringe benefits accrued by the Employee while on ~~Association business~~ Union Business.

NOTE: Lowered union override from 45.25% to 28.68%

NOTE FOR ENTIRE ARTICLE: Classification seniority changed to Category Seniority throughout Article, where applicable.

12. ARTICLE 12 -- TRAINING

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

NOTE: Delayed flight time will be included in travel time.

PARA. C.: When an ~~e~~ Employee attends training away from ~~his~~ their station, the Company will provide the Employee with meals and incidental expenses (M&IE) per diem in accordance with applicable U.S. Governmental Services Administration (GSA) rates. Employees attending training away from their station will be provided hotel accommodations and travel to/from the hotel/training in accordance with Article 21, Paragraph T. ~~he shall be entitled to actual and reasonable expenses, as substantiated by receipts, as defined in System Regulations or Divisional guidelines.~~

NOTE: New language provides per diem while away on training. Hotels will be same as flight crew accommodations when available.

PARA. H.2.: An Employee may be required to attend training on their regular days off when training is scheduled for less than one (1) week. The Employee will be paid double time for all regular days off spent attending training under these circumstances.

NOTE: If assigned mandatory training on days off, Employee will be paid at double time rate.

13. ARTICLE 13 -- VACATION

PARA. A.: The calendar year will be used to compute vacation allowances. Employees ~~shall~~ will accrue vacation credits based on their length of service with the Company under this Agreement on the basis of the scale set forth in Paragraph "B." below. Vacation credits ~~shall~~ will be accrued for each month of employment prorated on the basis of the number of straight time hours worked. Vacation will be available for use at the beginning of the first pay period of each year. 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.



NOTE: New language regarding vacation available for use at beginning of first pay period each year.

PARA. B.3.: Employees ~~shall~~will accrue no more than three (3) years' annual vacation subject to the provisions of Subp~~Paragraphs~~ D.1. and D.2. of this ~~article~~Article "Maximum Vacation Accrual").

a. Vacation accrued by an Employee above the Maximum Vacation Accrual will be automatically paid out following the last pay period of each year and subject to applicable state and federal income tax withholding and reporting requirements.

i. Following the last pay period of each year, vacation accrued above the Maximum Vacation Accrual will be automatically paid out up to a maximum equal to one year's vacation accrual (i.e., the amount of vacation that will become available for use in the following year).

ii. The amount of vacation will be paid out and treated as eligible compensation under the 401(k) Plan. In other words, if an Employee has a deferral election in place, their deferral percentage will be applied to the cash out amount and such percentage will be deposited in the 401(k) plan and will be eligible for the matching contribution in accordance with Plan provisions and the remaining portion will be paid to you in cash. If the Employee is eligible for a Company contribution, such contribution will be made to the Plan on the entire dollar amount of the cash, regardless of whether a portion is deferred or taken in cash. Such cash payment, Company and 401(k) contribution(s), if applicable, will be made on or after January 1st of the year the vacation is accrued for use but no later than January 31st of such year.

iii. All payments hereunder will be subject to all applicable state and federal income tax withholding and reporting requirements. All 401(k) deferrals, Company and matching contributions will be subject to all limitations imposed by the Internal Revenue Code and IRS Regulations.

b. The Parties do not intend the payout of accrued vacation above the Maximum Vacation Accrual to be a reason for which the Company may deny Employee's vacation requests.

NOTE: Automatic payout of vacation over the maximum.

14. Article 14 -- Sick Leave

PARA A.1.: Accrual

1. All ~~E~~mployees 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 ~~E~~mployees 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~~one thousand seven hundred (1,700) hours.



NOTE: Increased maximum accrual by 50 hours from 1,650 to 1,700 hours.

PARA. B.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~~Employee substantiates the usage with a doctor's slip, and has given at least ~~five (5) days~~one (1) pay period advance notice to ~~his~~their immediate supervisor and paid from the Employee's sick bank. 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~~will be considered for paid sick leave. - Urgent and/or emergency dental treatment which results in the ~~employee~~Employee being impaired and unable to return to work and perform the duties of ~~his~~their job will be considered non-routine and eligible for paid sick leave.

NOTE: Revises the language for notice to the Company to one (1) pay period for Employees to take a day for their annual physical and codifies that the day will be paid from the Employee's sick bank.

PARA. G.: Employees will be allowed to use forty (40) hours sick leave with pay or, for part-time ~~employee~~Employees, the number of hours in their current scheduled work week, when it is necessary for the ~~employee~~Employee to be absent due to a death in the immediate family. Immediate family ~~shall~~will be defined as ~~father, stepfather, mother, stepmother, parent, stepparent, spouse, qualified registered domestic partner, sister, brother, sibling, child, stepchild, grandparents, grandchild, mother-in-law or father-in-law of the employee~~ qualified domestic partner's/spouse's parent, grandchild, and child.

NOTE: Revises and updates the family members for whose death bereavement leave may be taken.

15. ARTICLE 15 -- TRANSPORTATION

PARA. D.: D. Commuters

1. Commuter pass privileges allow an Employee to travel over the Company system from their permanent residence to their work location. Employees will be eligible for commuter pass privileges subject to the following:
 - a. Employees must apply for commuter pass privileges and be approved annually by the Vice President of Maintenance and Engineering. If the Company denies 25 an Employee's commuter pass privilege application, the denial will be reviewed with the Employee and their Airline Representative, and following such review, the Company will reconsider the Employee's commuter pass privilege application.
 - b. Employees must, to be eligible for commuter pass privileges, be assigned to work at a location different than their permanent residence. The Employee's permanent residence will be as reflected in the Company recordkeeping system. The Employee will notify the Company if their eligibility changes.
 - c. Employees may only use commuter passes when traveling to and from work.
 - d. Commuter passes are valid only for travel on Alaska mainline flights between the Employee's permanent residence and the Employee's assigned station.



e. Misuse of the commuter pass program is subject to revocation of commuter privileges.

~~1.~~2.If another represented employee group, (e.g., Pilots, Flight Attendants, Dispatchers, COPS, RSSA) receives the ability to commute on other airline (OAL) operated flights the same OAL commuting ability will be provided Employees. If another represented employee group (excluding pilots) receives a more favorable commuter boarding priority than what is provided to Employees herein, the same commuter boarding priority will be provided to Employees.

NOTE: New language for commuter travel program.

16. ARTICLE 16 -- GRIEVANCE PROCEDURE

PARA. F.: The time limits set forth in this Article may be extended by mutual agreement. The Parties may, upon written agreement, escalate a grievance to start above Step 1.

NOTE: New language allows Parties, with written agreement, to start grievance above Step 1.

PARA. 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.~~ Notices of discipline not involving suspension (i.e., Oral Warning, Written Warning, Final Written Warning) will be null and void and will be considered removed from the Employee's personnel file after one (1) year following the date of issuance if no further discipline has been issued.

Notices of discipline involving a suspension/loss of pay will be null and void and will be considered removed from the Employee's personnel file after two (2) years following the date of issuance if no further progressive discipline has been issued.

NOTE: Updated language regarding length disciplinary letter(s) remain in Employee file.

17. ARTICLE 17 -- SYSTEM BOARD OF ADJUSTMENT

Non-Substantive cleanup only. No Substantive changes.

18. ARTICLE 18 -- SAFETY AND HEALTH

PARA. H.: The Company will ~~have the following~~ provide appropriate cold weather clothing (e.g. arctic parkas, insulated boots) ~~available~~ for protection against the elements to all ~~employees~~ Employees required to ~~go on~~ work emergency winter field trips. No Employee will be required to work such emergency winter field trips if the appropriate cold weather clothing is not provided by the Company.÷

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.~~

NOTE: Updated language regarding Company obligation to provide cold weather clothing.

PARA. I.: All ~~employee~~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 initial uniforms at no cost to the ~~employee~~Employee and provide either all cleaning of required items, or a cleaning allowance of ten dollars (\$10.00) per month per ~~employee~~Employee, at the option of the Company. Employees will be provided a minimum annual uniform allotment of three hundred fifteen (\$315) to purchase replacement and/or additional items. Uniforms ~~will~~shall not be modified or altered in any way.—The ~~employee~~Employee, through payroll deduction, ~~shall~~will authorize and reimburse the Company for any intentionally damaged, modified or lost uniform.—The Company ~~shall~~will provide and approve an AMFA patch which will be attached to all uniforms.—The size of the patch and the patch's placement ~~shall~~will be at the discretion of the Company.

NOTE: Updated language for annual uniform allotment.

PARA. J.: The Company will provide parkas and gloves for all Company designated, cold-weather station (i.e., State of Alaska, PDX, JFK, and SEA) ~~Alaska~~ based ~~employees~~Employees on an individual basis. Such clothing ~~shall~~will remain the property of the Company and ~~shall~~will 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.

NOTE: Updated language regarding Company obligation to provide parkas and gloves.

PARA. 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. Should AMFA be designated as a party to an investigation by the National Transportation Safety Board (NTSB), Employees assigned to the Aircraft Accident Investigation Team will be kept whole by the Company and will not suffer any loss of compensation of benefits during the investigation.

NOTE: New language regarding NTSB investigation party status and keeping Employees that participate whole.

19. ARTICLE 19 -- SEVERANCE ALLOWANCE



PARA. B.: The Company will pay non-probationary Employees two (2) weeks of severance per year of service up to a maximum of sixteen (16) weeks. ~~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

NOTE: Increases and standardizes formula for computing the Severance benefit.

20. ARTICLE 20 -- RETIREMENT PLAN

PARA. J.: Effective as soon as administratively possible September 13, 2019, ~~AMFA~~ Employees participating in the COPS, MRP & Dispatch 401(k) ~~K~~ plan will be entitled to an additional matching contribution in cash equal to fifty percent (50%) of up to an additional ~~four percent (4%)~~ three percent (3%) of the participant's deferrals "i.e. maximum Employee contribution to receive all Company match ~~as of September 13, 2019~~ the effective date will be ~~nine percent (9%)~~ eleven percent (11%) of an Employee's deferrals, and the match will be a maximum of ~~four and one-half 4.5%~~ five and one-half percent (5.5%) of eligible compensation".

NOTE: Increases 401(k) Company match to 5.5% on 11%.

21. ARTICLE 21 -- GENERAL AND MISCELLANEOUS

- A. PARA. T.: New Language: The Company will provide single occupancy hotel accommodations from the same sourced list as crews at the Company's expense when Employees travel away from their home station. The Company will, when selecting a hotel, consider safety, cost proximity to food, distance from the airport, and availability of transportation. Where a hotel shuttle is not available, the Company will reimburse Employees for reasonable expenses to/from hotels. The Company will consider availability of extended stay accommodations with kitchens and refrigerators for stays scheduled for a full work week or longer.

NOTE: New language regarding hotel accommodations when traveling for work.

22. ARTICLE 22 -- INSURANCE

PARA. A.: Group Insurance Plan - Effective October 17, 2023 ~~October 17, 2016.~~ There will be no diminution of benefits from the Medical, Dental, Life and A.D.&D., and Vision benefits effective August 1, 2023.

PARA. A.1.D.i: Contributions and Deductibles



- i. Contributions: Employee contributions in 2024 will not increase by more than eight percent (8.0%) from the contributions effective on August 1, 2023. In each subsequent year, Employee contributions will not increase by more than eight percent (8.0%) from the prior year.~~The following schedule of contributions is as follows:~~

NOTE: Employee premium contributions to increase no more than 8% subsequent years.

PARA. B.: Employees on leave of absence (including medical leave) or layoff may elect to continue their Group Medical, ~~life~~-Life, and ~~dental~~-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~~-will have their ~~group~~-Group ~~insurance~~-Insurance (~~life~~Life, ~~medical~~Medical, and ~~dental~~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-Medical and life-Life insurance may be converted to individual plans within thirty (30) days.~~ Employees on a medical or parental leave of absence may continue their Group Insurance (Life, Medical, Vision and Dental) at active rates for an additional month following the month in which their active rate coverage was set to end.

NOTE: New language allowing Employees on medical or parental leaves to continue Groups Insurance at active rates for an additional month following month in which coverage was set to end.

PARA. E.: If all the leaders of the other unionized work groups at the Company agree to participate in an all-union "Benefits Coalition" for the sole purpose of negotiating common Medical, Dental, and Vision plans at rates for all labor groups, AMFA will also agree to participate. This does not obligate AMFA to reach any agreement as a result of participating in any such "Benefits Coalition".

NOTE: New language regarding possible AMFA participation in Benefits Coalition with other unions.

23. ARTICLE 23 -- WAGE RULES

PARA. B.: No ~~employee~~Employee ~~shall~~will 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.~~ The hourly rates set forth in Article 26 - Schedule A will prevail, except that the Company may recognize prior experience or the local job market when hiring and/or place an Employee in their applicable Article 26 – Schedule A progression scale at a rate above the applicable minimum ("Higher Rate Step").

1. The Company will provide AMFA with a minimum of fourteen (14) days' written notice of its intention to hire and/or place an Employee in Higher Rate Step, and the written notice will include the classification(s) and location(s) affected and the progression step it intends to place the Employee(s).
2. In the event the Company hires and/or places an Employee at a Higher Rate Step, any other current Employee(s) in that same classification whose wage rate is below the Higher Rate Step will be placed, by the next full pay period following the Higher Rate Notice, at the Higher Rate Step.
3. Any newly hired Employee placed, or current Employee moved to a Higher Rate Step will proceed to the next higher step on the applicable progression scale (i.e., Employee hired or placed at Step 4 would



progress to Step 5) at conclusion of each anniversary date or other date as set forth in Subparagraph 4, and will not, under any circumstances, be returned to any lower scale step or frozen at any scale step.

4. Any current Employee moved to a Higher Rate Step in accordance with this Paragraph will have their anniversary date, solely for step increase purposes, modified to the date upon which they are moved to the Higher Rate Step.

5. The Company may, with notice to the Airline Representative(s), provide hiring (i.e., attraction) incentive(s) as part of preemployment offer(s). The Company will meet and confer with the Airline Representative(s) to gain insight and perspective before making a final decision if retention incentive(s) are being considered for active Employees.

NOTE: New language requiring Company to raise Employee pay steps under certain circumstances when hiring or placing other Employees outside of normal scale progression.

PARA. F.: Employees leaving the service of the Company (e.g., retirement, termination, resignation) will be given their final check (or electronic deposit equivalent) 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. An Employee's final pay statement will be sent by U.S. Mail and e-mail to the personal e-mail address listed by the Employee on file with the Company.

NOTE: Updated language regarding how Employee receives final pay statement upon leaving service of the Company.

PARA. G.: Employees working in a higher classification ~~shall~~ will 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~~ will be paid a differential over and above their normal rate of pay of ~~one dollar and seventy-five cents (\$1.75) per hour, two dollars and seventy-five cents (\$2.75) per hour, increasing to three dollars (\$3.00) per hour on October 17, 2026.~~

NOTE: Increasing differential from \$1.75 per hour to \$2.75 per hour and then to \$3.00 beginning 10.17.26.

PARA. H.: License and Skill Premiums

1. Technician and higher classification

- a. Employees in the Technician and higher classifications (excluding Employees in Maintenance Control positions) who hold, and thereafter continue to hold, a valid, applicable Airframe License, Powerplant License; General Radio-Telephone Operators License ~~shall~~ will be paid ~~two dollars (\$2.00) — four dollars (\$4.00) per hour for the first license and three dollars (\$3.00) four dollars (\$4.00) per hour for a second license with a maximum of five dollars (\$5.00) per hour. Employees holding three (3) licenses will be paid four dollars (\$4.00) per hour for the third license only if~~



the third license is required by the Company. Those ~~employee~~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~~will be paid a skill premium of ~~two dollars (\$2.00)~~four dollars (\$4.00) per hour for a maximum of ~~one~~(1) two (2) qualifying certificates. Qualifying certificates ~~shall~~will be:

- i. ASE certificate (Automotive Technician)
- ii. Journeyman'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~~will be reviewed by the Company and the ~~Association~~Union 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~~will be paid ~~two dollars (\$2.00)~~four dollars (\$4.00) per hour. But they ~~shall~~will 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~~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~~Employee ~~shall~~will be entitled to more than ~~five dollars (\$5.00)~~eight dollars (\$8.00) per hour in combination of license/skill premiums, unless a third license is required by the Company, and then upon such requirement, twelve dollars (\$12.00) per hour.

NOTE: Increasing license and skill premiums as shown above.

PARA. L.: Leads will be paid a premium of two dollars and seventy-five cents (\$2.75) per hour, increasing to three dollars (\$3.00) per hour on October 17, 2026.~~one dollar and seventy-five cents (\$1.75) per hour.~~

NOTE: Increasing Lead premium from \$1.75 per hr. to \$2.75 per hr. and then to \$3.00 beginning 10.17.26.

PARA. M.: When an ~~employee~~Employee has been designated as a non-management trainer, ~~he~~they will receive two dollars and seventy-five cents (\$2.75) per hour, increasing to three dollars (\$3.00) per hour on October 17, 2026.~~one dollar and seventy-five cents (\$1.75) per hour~~ as a trainer premium, pursuant to Article 12, ~~paragraph~~Paragraph E.

NOTE: Increasing trainer premium from \$1.75 per hr. to \$2.75 per hr. and then to \$3.00 beginning 10.17.26.

PARA. N.: ~~All Technician & Related employees at the Nome, Kotzebue and Barrow stations, shall receive a three dollar (\$3.00) per hour Arctic differential.~~If, after the date of ratification of this Agreement, the



Company opens a maintenance station above the Arctic Circle, the Parties will bargain over an hourly Arctic differential for Employees working in such station.

NOTE: New language requiring Company to bargain Arctic differential if station opened above Arctic Circle.

PARA. 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 (30) days of the anniversary date of the Agreement, to review the ~~mechanics~~ technicians' relative position both within the Company and the Market (the "Annual Wage Review Meeting").

~~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:~~

~~Southwest, Jet Blue, American, Frontier, Delta, United, US Air, Spirit, Hawaiian and Allegiant.~~

~~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.~~

1. If Aircraft Maintenance Technician wages set forth in this Agreement fall below the middle of the market, as defined below, the Company will adjust the wage scales to the middle of the market as defined in this Paragraph R; provided however, the annual increase will not be less than two and one-half percent (2.5%) above the current year's rates. This "market-based" methodology is only for determining rates of pay for the purposes of the Annual Wage Review. It is not intended to reflect the methodology for determining rates of pay in future collective bargaining negotiations toward successor Agreements.

2. Competitor Wage Review

- a. For purposes of the Annual Wage Review process set forth in this Paragraph R, Competitor Airline wages (actually paid on the date of the Annual Wage Review Meeting) will include wages from: Southwest, Jet Blue (if covered by a CBA), American, Frontier, Delta, United, Spirit, Hawaiian,



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and Allegiant (“Competitor Airlines”). The all-in wage rate of the Competitor Airlines will be used and will consist of:

- i. The maximum base wage;
 - ii. Up to two (2) license premiums (if applicable);
 - iii. Maximum longevity (if applicable); and
 - iv. Line premium(s) (if applicable).
- b. In the event a Competitor Airline ceases to exist they will be removed from the list. Additional Competitor Airline(s) may be added by written agreement of the Parties.
- c. If the Technician top-of-scale all-in wage as set forth in this Agreement on the date of the Annual Wage Review Meeting is below the mid-point of the fourth and fifth ranked Competitor Airlines, the Technician top-of-scale all-in wage will be reset to the mid-point of the fourth and fifth ranked Competitor Airline and, if necessary, rounded up to the nearest cent.

3. Intra-Company Wage Review

- a. Current comparator work groups used to conduct the intra-Company comparison for purposes of the Annual Wage Review are: Pilots, Reservations Agents, Customer Service Agents, Dispatch, Ramp, Stores, Flight Attendants (the “Comparator Work Groups”). If another work group is subsequently covered by a CBA, it will be added.
- b. If a collective bargaining agreement between the Company and any of the Comparator Work Groups is ratified and becomes effective since the previous Wage Review Meeting of this Agreement, an intra-Company ranking comparison will be conducted and performed as follows:
 - i. For each Comparator Work Group, the Comparator Work Group rank among the Competitor Airlines is computed. The average rank is taken and, if necessary, rounded to the higher rank (“Comparator Work Group Average Rank”).
 - ii. If the Comparator Work Group Average Rank is 1, the Technician top-of-scale all-in wage will be reset to be equal the highest top-of-scale all-in Technician wage of the highest Competitor Airline. Otherwise, the Technician all-in wage will be reset to the midpoint between the two (2) nearest Competitor Airlines aircraft maintenance technician wages corresponding to the Comparator Work Group Average Rank (for example: if the Comparator Work Group Average Rank is 2, the Technician all-in wage will be reset to the midpoint between the first and second Competitor Airline technician wage).

The highest Technician wage of the computations set forth in Subparagraphs 1, 2, and 3 of this Paragraph R. will prevail. After subtracting: (i) maximum longevity set forth in Article 29; (ii) the Line Differential set forth in Article 23, Paragraph J; and (iii) two (2) License Premiums set forth in Article 23, Paragraph H, the base pay percentage increase for Step 8 / Thereafter of the Technician base pay scale will be applied to all Steps of the Technician base pay scale and to all other base pay scales set forth in Article 26 – Schedule A. The new base pay scales will be effective on the next October 17.

NOTE: Updated Wage Review language to clarify process and calculation(s).



24. ARTICLE 24 -- SAVINGS CLAUSE

Non-Substantive cleanup only. No Substantive changes.

25. ARTICLE 25, EFFECTIVE DATE AND DURATION

5-year term from DOS; Amendable October 17, 2027.

26. ARTICLE 26 -- SCHEDULE A

PARAS. A.-B.: Each annual increase will be no less than ~~one and one-half (1½) percent~~ two and one-half percent (2.5%) of the previous year's "all-in rates" ~~rates~~. The tables below reflect the minimum base rates, exclusive of premiums and differentials. Annual review of Schedule A rates will be in accordance with the provisions outlined in Article 23.

The rates of pay set forth below will become effective no later than October 17, 2023. If the rates are implemented after October 17, 2023, back-pay to October 17, 2023 will be paid not later than sixty (60) days following the implementation of the new rates.

Lead Inspector Inspector ~~—+ 1.75* Hourly~~ \$2.75 per hour; \$3.00 per hour effective 10-17-26

Inspector Technician + ~~1.75* Hourly~~ \$2.75 per hour; \$3.00 per hour effective 10-17-26

Lead Technician Technician + ~~1.75* Hourly~~ \$2.75 per hour; \$3.00 per hour effective 10-17-26

Technician

	<u>17-Oct-23</u>	<u>17-Oct-24</u>	<u>17-Oct-25</u>	<u>17-Oct-26</u>	<u>17-Oct-27</u>
<u>Step 1</u>	<u>\$ 33.75</u>	<u>\$ 34.75</u>	<u>\$ 35.77</u>	<u>\$ 36.81</u>	<u>\$ 37.88</u>
<u>Step 2</u>	<u>\$ 34.27</u>	<u>\$ 35.28</u>	<u>\$ 36.32</u>	<u>\$ 37.38</u>	<u>\$ 38.47</u>
<u>Step 3</u>	<u>\$ 35.74</u>	<u>\$ 36.80</u>	<u>\$ 37.88</u>	<u>\$ 38.98</u>	<u>\$ 40.12</u>
<u>Step 4</u>	<u>\$ 37.28</u>	<u>\$ 38.38</u>	<u>\$ 39.51</u>	<u>\$ 40.66</u>	<u>\$ 41.85</u>
<u>Step 5</u>	<u>\$ 38.89</u>	<u>\$ 40.04</u>	<u>\$ 41.21</u>	<u>\$ 42.41</u>	<u>\$ 43.65</u>
<u>Step 6</u>	<u>\$ 40.56</u>	<u>\$ 41.76</u>	<u>\$ 42.98</u>	<u>\$ 44.24</u>	<u>\$ 45.53</u>
<u>Step 7</u>	<u>\$ 43.34</u>	<u>\$ 44.62</u>	<u>\$ 45.93</u>	<u>\$ 47.27</u>	<u>\$ 48.65</u>
<u>Step 8 /</u> <u>Thereafter</u>	<u>\$ 53.40</u>	<u>\$ 54.98</u>	<u>\$ 56.59</u>	<u>\$ 58.24</u>	<u>\$ 59.94</u>

Technician Helper / Janitor

Lead Janitor Janitor + \$2.75 per hour; \$3.00 per hour effective 10-17-26

~~Lead Janitor — Janitor + 1.75* Hourly~~

<u>17-Oct-23</u>	<u>17-Oct-24</u>	<u>17-Oct-25</u>	<u>17-Oct-26</u>	<u>17-Oct-27</u>
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<u>Step 1</u>	<u>\$ 20.40</u>	<u>\$ 21.00</u>	<u>\$ 21.62</u>	<u>\$ 22.25</u>	<u>\$ 22.90</u>
<u>Step 2</u>	<u>\$ 21.42</u>	<u>\$ 22.05</u>	<u>\$ 22.70</u>	<u>\$ 23.36</u>	<u>\$ 24.04</u>
<u>Step 3</u>	<u>\$ 22.49</u>	<u>\$ 23.16</u>	<u>\$ 23.83</u>	<u>\$ 24.53</u>	<u>\$ 25.25</u>
<u>Step 4</u>	<u>\$ 23.62</u>	<u>\$ 24.31</u>	<u>\$ 25.03</u>	<u>\$ 25.76</u>	<u>\$ 26.51</u>
<u>Step 5</u>	<u>\$ 24.80</u>	<u>\$ 25.53</u>	<u>\$ 26.28</u>	<u>\$ 27.04</u>	<u>\$ 27.83</u>
<u>Step 6</u>	<u>\$ 26.04</u>	<u>\$ 26.81</u>	<u>\$ 27.59</u>	<u>\$ 28.40</u>	<u>\$ 29.22</u>
<u>Step 7</u>	<u>\$ 27.34</u>	<u>\$ 28.15</u>	<u>\$ 28.97</u>	<u>\$ 29.82</u>	<u>\$ 30.69</u>
<u>Step 8</u>	<u>\$ 28.70</u>	<u>\$ 29.55</u>	<u>\$ 30.42</u>	<u>\$ 31.31</u>	<u>\$ 32.22</u>
<u>Step 9</u>	<u>\$ 30.14</u>	<u>\$ 31.03</u>	<u>\$ 31.94</u>	<u>\$ 32.87</u>	<u>\$ 33.83</u>
<u>Step 10</u>	<u>\$ 31.65</u>	<u>\$ 32.58</u>	<u>\$ 33.54</u>	<u>\$ 34.52</u>	<u>\$ 35.52</u>
<u>Step 11 / Thereafter</u>	<u>\$ 34.85</u>	<u>\$ 35.89</u>	<u>\$ 36.94</u>	<u>\$ 38.01</u>	<u>\$ 39.12</u>

Lead Fleet Service _____ Fleet Service + \$2.75 per hour; \$3.00 per hour effective 10-17-26
~~1.75*~~ Hourly

Fleet Service

	<u>17-Oct-23</u>	<u>17-Oct-24</u>	<u>17-Oct-25</u>	<u>17-Oct-26</u>	<u>17-Oct-27</u>
<u>Step 1</u>	<u>\$ 17.29</u>	<u>\$ 17.80</u>	<u>\$ 18.32</u>	<u>\$ 18.86</u>	<u>\$ 19.41</u>
<u>Step 2</u>	<u>\$ 18.23</u>	<u>\$ 18.77</u>	<u>\$ 19.32</u>	<u>\$ 19.88</u>	<u>\$ 20.46</u>
<u>Step 3</u>	<u>\$ 19.21</u>	<u>\$ 19.78</u>	<u>\$ 20.36</u>	<u>\$ 20.95</u>	<u>\$ 21.56</u>
<u>Step 4</u>	<u>\$ 20.15</u>	<u>\$ 20.75</u>	<u>\$ 21.35</u>	<u>\$ 21.98</u>	<u>\$ 22.62</u>
<u>Step 5</u>	<u>\$ 21.09</u>	<u>\$ 21.71</u>	<u>\$ 22.35</u>	<u>\$ 23.00</u>	<u>\$ 23.67</u>
<u>Step 6</u>	<u>\$ 22.27</u>	<u>\$ 22.93</u>	<u>\$ 23.60</u>	<u>\$ 24.29</u>	<u>\$ 25.00</u>
<u>Step 7</u>	<u>\$ 23.40</u>	<u>\$ 24.09</u>	<u>\$ 24.80</u>	<u>\$ 25.52</u>	<u>\$ 26.27</u>
<u>Step 8</u>	<u>\$ 24.54</u>	<u>\$ 25.27</u>	<u>\$ 26.01</u>	<u>\$ 26.76</u>	<u>\$ 27.55</u>
<u>Step 9</u>	<u>\$ 25.66</u>	<u>\$ 26.42</u>	<u>\$ 27.19</u>	<u>\$ 27.99</u>	<u>\$ 28.80</u>
<u>Step 10</u>	<u>\$ 26.84</u>	<u>\$ 27.63</u>	<u>\$ 28.44</u>	<u>\$ 29.27</u>	<u>\$ 30.13</u>
<u>Step 11 / Thereafter</u>	<u>\$ 28.93</u>	<u>\$ 29.79</u>	<u>\$ 30.66</u>	<u>\$ 31.55</u>	<u>\$ 32.47</u>

Maintenance Control

Lead Maintenance Controller Maintenance Controller + \$2.75 per hour; \$3.00 per hour effective 10-17-20

<u>17-Oct-23</u>	<u>17-Oct-24</u>	<u>17-Oct-25</u>	<u>17-Oct-26</u>	<u>17-Oct-27</u>
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AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

<u>Step 1</u>	<u>\$ 62.99</u>	<u>\$ 64.85</u>	<u>\$ 66.75</u>	<u>\$ 68.70</u>	<u>\$ 70.70</u>
<u>Step 2</u>	<u>\$ 65.12</u>	<u>\$ 67.05</u>	<u>\$ 69.01</u>	<u>\$ 71.02</u>	<u>\$ 73.10</u>
<u>Step 3</u>	<u>\$ 67.25</u>	<u>\$ 69.24</u>	<u>\$ 71.27</u>	<u>\$ 73.35</u>	<u>\$ 75.49</u>
<u>Step 4</u>	<u>\$ 69.37</u>	<u>\$ 71.42</u>	<u>\$ 73.51</u>	<u>\$ 75.66</u>	<u>\$ 77.87</u>
<u>Step 5</u>	<u>\$ 71.50</u>	<u>\$ 73.62</u>	<u>\$ 75.77</u>	<u>\$ 77.98</u>	<u>\$ 80.26</u>
<u>Step 6</u>	<u>\$ 73.63</u>	<u>\$ 75.81</u>	<u>\$ 78.03</u>	<u>\$ 80.30</u>	<u>\$ 82.65</u>
<u>Step 7</u>	<u>\$ 75.75</u>	<u>\$ 77.99</u>	<u>\$ 80.28</u>	<u>\$ 82.62</u>	<u>\$ 85.03</u>
<u>Step 8 / Thereafter</u>	<u>\$ 79.49</u>	<u>\$ 81.84</u>	<u>\$ 84.24</u>	<u>\$ 86.69</u>	<u>\$ 89.23</u>

Notwithstanding the terms of Article 23, Paragraph K, if an Employee bids Maintenance Control, they will not suffer a loss in all-in hourly wage.

- A. If an Employee accepts a position on a lower pay scale set forth in this Article, their Years of Service in the lower Category plus any equal or higher Category Position will control placement on the Employee's new pay scale.

See Economic All-In Wages Exhibit to this Summary Sheet.

27. ARTICLE 27 -- LETTERS OF AGREEMENT

- Letters 1-14 Remain. Letters 15-16 removed/integrated into CBA.
- Substantive updates and revisions to Letter #9. See revised Letter #9 in TA.
 - Company will not contract out any scheduled line maintenance work currently performed by AMFA Employees.
 - Revised "Job Security" language providing Company will not reduce in force, furlough and/or lay off Employees covered by CBA at date of ratification (except for AMFA Employees at heavy maintenance vendor locations).
 - Job Security provisions continue past amendable date until ratification of the next CBA and tied to previous "circumstance over which Company does not have control" language.
- New Letter 15 re: protected work in exchange for towing. See new Letter #15 in TA.
 - Consent to allow Company to contract out some or all Towing Work. Brake riding and surface movement of aircraft into or out of a hangar at a line maintenance staffed location not included with consent.
 - Company will not furlough any Employees as a direct result of the contracting out of Towing Work.
 - No material change in shift staffing levels / percentages on any shift at any location as a direct result of Towing Work being reassigned for a minimum of 24 months from date of ratification of the CBA or 24 months from the date when the Company notifies the Union of its intent to reassign Towing Work, whichever is later.



- Company will not assign or direct AMFA Employees to work in a single intermingled crew together with non-AMFA represented individuals.
- Current and future LEAP fuel nozzle, QEC buildup and main landing gear changes will remain covered line maintenance work performed by AMFA represented Employees.

28. ARTICLE 28 -- SHIFT DIFFERENTIAL

PARA. A.: Employees ~~shall~~ will receive shift differentials of sixty-five cents (\$0.65) ~~cents~~ per hour for second shift or ~~one dollar ten cents (\$1.10)~~ one dollar and fifty cents (\$1.50) per hour for the third shift when they work these shifts as defined in Article 5.

NOTE: Increase in shift differential for third shift.

29. ARTICLE 29 -- LONGEVITY ALLOWANCE

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

Ten (10) through fifteen (15) years	\$.25 per hour
Sixteen (16) through twenty (20) years	\$.30 per hour
Twenty-one (21) through thirty (30) years	\$.40 per hour
Thirty (30) or more years	\$.50 per hour
<u>Nine (9) years</u>	<u>\$0.25 per hour;</u>

<u>Ten (10) through twenty (20) years</u>	<u>\$0.05 per hour additional for each subsequent year until the 20th year;</u>
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<u>Twenty-one (21) or more years</u>	<u>\$1.00 per hour.</u>
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This bonus is part of the wage rate and, therefore, ~~shall~~ will be included in the computation of pay for hour of overtime, holidays, vacation, sick leave, etc.

NOTE: Increases Longevity Allowance and shortens time to max. Longevity from 30 to 21 years of service.

30. ARTICLE 30 -- (INTENTIONALLY LEFT BLANK)

No changes.

31. ARTICLE 31 -- UNION SHOP

Non-Substantive cleanup only. No Substantive changes.

32. MAINTENANCE CONTROL APPENDIX

Refer to TA



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

ECONOMICS EXHIBIT

TECH. HELPER / JANITOR: ALL-IN WAGE COMPARISON

AMFA / AS AIP - Sep. 8, 2023

Tech Helper / Janitor Wages - Base & All-In

	Current	17-Oct-23					AIP			
	All-In	Base	Longevity	License	All-In	All-In % Increase over Current	17-Oct-24	17-Oct-25	17-Oct-26	17-Oct-27
							All-In	All-In	All-In	All-In
Step 1	\$ 19.43	\$20.40		\$4.00	\$ 20.40	5.0%	\$ 20.91	\$ 21.43	\$ 21.97	\$ 22.52
Step 2	\$ 20.49	\$21.42		\$4.00	\$ 21.42	4.5%	\$ 21.96	\$ 22.51	\$ 23.07	\$ 23.65
Step 3	\$ 21.60	\$22.49		\$4.00	\$ 22.49	4.1%	\$ 23.05	\$ 23.63	\$ 24.22	\$ 24.83
Step 4	\$ 22.66	\$23.62		\$4.00	\$ 23.62	4.2%	\$ 24.21	\$ 24.82	\$ 25.44	\$ 26.08
Step 5	\$ 23.72	\$24.80		\$4.00	\$ 24.80	4.5%	\$ 25.42	\$ 26.06	\$ 26.71	\$ 27.38
Step 6	\$ 25.06	\$26.04		\$4.00	\$ 26.04	3.9%	\$ 26.69	\$ 27.36	\$ 28.04	\$ 28.74
Step 7	\$ 26.33	\$27.34		\$4.00	\$ 27.34	3.8%	\$ 28.02	\$ 28.72	\$ 29.44	\$ 30.18
Step 8	\$ 27.62	\$28.70		\$4.00	\$ 28.70	3.9%	\$ 29.42	\$ 30.16	\$ 30.91	\$ 31.68
Step 9	\$ 28.89	\$30.14		\$4.00	\$ 30.14	4.3%	\$ 30.89	\$ 31.66	\$ 32.45	\$ 33.26
Step 10	\$ 30.22	\$31.65	\$0.25	\$4.00	\$ 31.90	5.6%	\$ 32.70	\$ 33.52	\$ 34.36	\$ 35.22
Step 11 / Thereafter	\$ 32.55	\$34.85	\$0.30	\$4.00	\$ 35.15	8.0%	\$ 36.03	\$ 36.93	\$ 37.85	\$ 38.80
11 Y	\$ 32.55	\$34.85	\$0.35	\$4.00	\$ 35.20	8.1%	\$ 36.08	\$ 36.98	\$ 37.90	\$ 38.85
12 Y	\$ 32.55	\$34.85	\$0.40	\$4.00	\$ 35.25	8.3%	\$ 36.13	\$ 37.03	\$ 37.96	\$ 38.91
13 Y	\$ 32.55	\$34.85	\$0.45	\$4.00	\$ 35.30	8.5%	\$ 36.18	\$ 37.08	\$ 38.01	\$ 38.96
14 Y	\$ 32.55	\$34.85	\$0.50	\$4.00	\$ 35.35	8.6%	\$ 36.23	\$ 37.14	\$ 38.07	\$ 39.02
15 Y	\$ 32.60	\$34.85	\$0.55	\$4.00	\$ 35.40	8.6%	\$ 36.29	\$ 37.20	\$ 38.13	\$ 39.08
16 Y	\$ 32.60	\$34.85	\$0.60	\$4.00	\$ 35.45	8.7%	\$ 36.34	\$ 37.25	\$ 38.18	\$ 39.13
17 Y	\$ 32.60	\$34.85	\$0.65	\$4.00	\$ 35.50	8.9%	\$ 36.39	\$ 37.30	\$ 38.23	\$ 39.19
18 Y	\$ 32.60	\$34.85	\$0.70	\$4.00	\$ 35.55	9.1%	\$ 36.44	\$ 37.35	\$ 38.28	\$ 39.24
19 Y	\$ 32.60	\$34.85	\$0.75	\$4.00	\$ 35.60	9.2%	\$ 36.49	\$ 37.40	\$ 38.34	\$ 39.30
20 Y	\$ 32.70	\$34.85	\$0.80	\$4.00	\$ 35.65	9.0%	\$ 36.54	\$ 37.45	\$ 38.39	\$ 39.35
21 Y (New Top of Scale)	\$ 32.70	\$34.85	\$1.00	\$4.00	\$ 35.85	9.6%	\$ 36.75	\$ 37.67	\$ 38.61	\$ 39.58
30 Y (Old Top of Scale)	\$ 32.80	\$34.85	\$1.00	\$4.00	\$ 35.85	9.3%	\$ 36.75	\$ 37.67	\$ 38.61	\$ 39.58

AMFA
Prepared 9/25/2023



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

ECONOMICS EXHIBIT

TECHNICIAN: ALL-IN WAGE COMPARISON

AMFA / AS AIP - Sep. 8, 2023

Technician Wages - Base & All-In

	Current
	All-In
Step 1	\$ 38.59
Step 2	\$ 39.20
Step 3	\$ 40.24
Step 4	\$ 43.30
Step 5	\$ 44.37
Step 6	\$ 46.60
Step 7	\$ 48.85
Step 8 / Thereafter	\$ 57.09
8 Y	\$ 57.09
9 Y	\$ 57.09
10 Y	\$ 57.34
11 Y	\$ 57.34
12 Y	\$ 57.34
13 Y	\$ 57.34
14 Y	\$ 57.34
15 Y	\$ 57.34
16 Y	\$ 57.39
17 Y	\$ 57.39
18 Y	\$ 57.39
19 Y	\$ 57.39
20 Y	\$ 57.39
21 Y (New Top of Scale)	\$ 57.49
30 Y (Old Top of Scale)	\$ 57.59

AIP						
17-Oct-23						
Base	License	Longevity	Line	All-In	All-In % Increase over Current	
\$ 33.75	\$8.00		\$0.60	\$ 42.35	9.7%	
\$ 34.27	\$8.00		\$0.60	\$ 42.87	9.4%	
\$ 35.74	\$8.00		\$0.60	\$ 44.34	10.2%	
\$ 37.28	\$8.00		\$0.60	\$ 45.88	6.0%	
\$ 38.89	\$8.00		\$0.60	\$ 47.49	7.0%	
\$ 40.56	\$8.00		\$0.60	\$ 49.16	5.5%	
\$ 43.34	\$8.00		\$0.60	\$ 51.94	6.3%	
\$ 53.40	\$8.00		\$0.60	\$ 62.00	8.6%	
\$ 53.40	\$8.00		\$0.60	\$ 62.00	8.6%	
\$ 53.40	\$8.00	\$0.25	\$0.60	\$ 62.25	9.0%	
\$ 53.40	\$8.00	\$0.30	\$0.60	\$ 62.30	8.7%	
\$ 53.40	\$8.00	\$0.35	\$0.60	\$ 62.35	8.7%	
\$ 53.40	\$8.00	\$0.40	\$0.60	\$ 62.40	8.8%	
\$ 53.40	\$8.00	\$0.45	\$0.60	\$ 62.45	8.9%	
\$ 53.40	\$8.00	\$0.50	\$0.60	\$ 62.50	9.0%	
\$ 53.40	\$8.00	\$0.55	\$0.60	\$ 62.55	9.1%	
\$ 53.40	\$8.00	\$0.60	\$0.60	\$ 62.60	9.1%	
\$ 53.40	\$8.00	\$0.65	\$0.60	\$ 62.65	9.2%	
\$ 53.40	\$8.00	\$0.70	\$0.60	\$ 62.70	9.3%	
\$ 53.40	\$8.00	\$0.75	\$0.60	\$ 62.75	9.3%	
\$ 53.40	\$8.00	\$0.80	\$0.60	\$ 62.80	9.4%	
\$ 53.40	\$8.00	\$1.00	\$0.60	\$ 63.00	9.6%	
\$ 53.40	\$8.00	\$1.00	\$0.60	\$ 63.00	9.4%	

17-Oct-24	17-Oct-25	17-Oct-26	17-Oct-27
All-In	All-In	All-In	All-In
\$ 43.41	\$ 44.50	\$ 45.61	\$ 46.75
\$ 43.94	\$ 45.04	\$ 46.17	\$ 47.32
\$ 45.45	\$ 46.59	\$ 47.75	\$ 48.94
\$ 47.03	\$ 48.21	\$ 49.42	\$ 50.66
\$ 48.68	\$ 49.90	\$ 51.15	\$ 52.43
\$ 50.39	\$ 51.65	\$ 52.94	\$ 54.26
\$ 53.24	\$ 54.57	\$ 55.93	\$ 57.33
\$ 63.55	\$ 65.14	\$ 66.77	\$ 68.44
\$ 63.55	\$ 65.14	\$ 66.77	\$ 68.44
\$ 63.81	\$ 65.41	\$ 67.05	\$ 68.73
\$ 63.86	\$ 65.46	\$ 67.10	\$ 68.78
\$ 63.91	\$ 65.51	\$ 67.15	\$ 68.83
\$ 63.96	\$ 65.56	\$ 67.20	\$ 68.88
\$ 64.01	\$ 65.61	\$ 67.25	\$ 68.93
\$ 64.06	\$ 65.66	\$ 67.30	\$ 68.98
\$ 64.11	\$ 65.71	\$ 67.35	\$ 69.03
\$ 64.17	\$ 65.77	\$ 67.41	\$ 69.10
\$ 64.22	\$ 65.83	\$ 67.48	\$ 69.17
\$ 64.27	\$ 65.88	\$ 67.53	\$ 69.22
\$ 64.32	\$ 65.93	\$ 67.58	\$ 69.27
\$ 64.37	\$ 65.98	\$ 67.63	\$ 69.32
\$ 64.58	\$ 66.19	\$ 67.84	\$ 69.54
\$ 64.58	\$ 66.19	\$ 67.84	\$ 69.54

AMFA
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ECONOMICS EXHIBIT

TECHNICIAN: ALL-IN WAGE COMPARISON TO MARKET

