



**Preamble**

Add a jointly developed statement that positively describes an enduring close working relationship between RSSA members and the company. This preamble would describe an approach to our company and careers that work for members, our customers and our company with an emphasis on working together, safety, quality and competitiveness.

**Article 1 – Purpose of Agreement**

No changes proposed at this time.

**Article 2 – Scope of Agreement**

No changes proposed at this time.

**Article 3 – Status of Agreement**

No changes proposed at this time.

**Article 4 – Classification of Work**

Discuss addition of 'station agent' classification. Discuss addition of cooperative work environment language.

**Article 5 – Hours of Service**

Discuss flexible schedule options, placement of lunch period within shifts, part time shift percentages, and relief shift flexibility. Increase length of rest periods from 10 minutes to 15 minutes.

**Article 6 – Overtime**

Discuss insufficient rest provisions and lunch periods when held in continuous service before or after shift.

**Article 7 – Holidays**

Discuss exchanging birthday holiday for another nationally recognized holiday. Review rates of pay for holidays for internal consistency.

**Article 8 – Field Service**

No changes proposed at this time.

**Article 9 – Seniority**

Discuss seniority provisions for employees moving into roles not covered by the agreement.

**Article 10 – Vacancies**

Discuss 18 month restriction to complete probationary hours in new classification.

**Article 11 – Leaves of Absence**

No changes proposed at this time.

**Article 12 – Training**

No changes proposed at this time.

**Article 13 – Vacations**

No changes proposed at this time.

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**Article 14 – Sick Leave**

Discuss removal of penalty related to “Sick Leave Watch” language.

**Article 15 – Transportation**

No changes proposed at this time.

**Article 16 – Grievance Procedure**

Discuss reviewing language to streamline the process for employee, union and company.

**Article 17 – System Board**

No changes proposed at this time.

**Article 18 – Safety and Health**

No changes proposed at this time.

**Article 19 – Severance Allowance**

No changes proposed at this time.

**Article 20 – Retirement Plan**

No changes proposed at this time.

**Article 21 – General and Miscellaneous**

No changes proposed at this time.

**Article 22 – Insurance**

Revise cost sharing and align dental and vision plan with others in the company.

**Article 23 – Wage Rules**

No changes proposed at this time.

**Article 24 – Savings Clause**

No changes proposed at this time.

**Article 25 – Effective Date and Duration**

To be determined.

**Article 26 – Schedule A**

To be determined.

**Article 27 – Shift Differential**

No changes proposed at this time.

**Article 28 – Longevity Allowance**

No changes proposed at this time.

**Article 29 – Union Shop and Dues Check-Off**

No changes proposed at this time.

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*Alaska Airlines*

**IAM-AW/Alaska Airlines**  
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**Article 30 – Letters of Agreement**

Review and amend all letters of agreement as applicable.

Discuss addition of a Contract Service Lead position.

*The Company retains the right to modify, add to or withdraw any of its proposals and considers the entire contract open for negotiations.*