

IAMAW PROPOSED AMENDMENTS
to the
RAMP SERVICE AND STORES AGENTS AGREEMENT
between
ALASKA AIRLINES, INC.

And
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

The IAM's listing is not to be construed as an all-inclusive listing, and we reserve the right to seek changes during the course of bargaining. By proposing such changes, the Union does not, in any manner, waive or prejudice its position with respect to such subject.

General

1. Include a "me-too" clause.

Article 1. PURPOSE of AGREEMENT

1. Include sexual identity and sexual orientation. (Paragraph D)

Article 2. SCOPE of AGREEMENT

1. Improve job security.
2. Improve scope.

Article 3. STATUS of AGREEMENT

1. Improve merger protection. (Paragraph E)

Article 4. CLASSIFICATION of WORK

1. Update the classifications listed to reflect any new job duties added.
2. Update the classifications for all work groups.

Article 5. HOURS of SERVICE

1. Add compensatory time (New)
2. Lower part-time percentage (Paragraph M)
3. Shop committee chair full time representation at no cost to the Union (New)

Article 7. HOLIDAYS

1. Double time and one-half on holidays (Paragraph C)
2. Clarify the ability to bank the Birthday Holiday (Paragraph F)

Article 9. SENIORITY

1. Update furlough status (New)

Article 10. VACANCIES

1. Improve preference bidding process. (Paragraph A)

Article 11. LEAVE of ABSENCE

1. Strike “actual” and replace with “active employee.” (Paragraph G.2, line 41)
2. Include parental leave (New)

Article 12. TRAINING

1. Improve training language.

Article 13. VACATIONS

1. Improve vacation language.

Article 14. SICK LEAVE

1. Increase accruals.
2. Redefine family members included in Bereavement leave. (Paragraph G)

Article 18. SAFETY AND HEALTH

1. Improve high visibility/arctic gear.

Article 19. SEVERANCE ALLOWANCE

1. Increase severance pay.

Article 20. RETIREMENT PLAN

1. Improve Pension Plan.
2. Improve 401K.

Article 21. GENERAL AND MISCELLANEOUS

1. Modify Jury Duty language. (Paragraph J)

Article 22. INSURANCE

1. Improve comprehensive medical, dental, vision and Life/AD&D plans.

Article 23. WAGE RULES

1. Improve wage scales.
2. Improve computation of step increases/decreases.
3. Improve all differentials and premiums.
4. Adopt a Cost of Living increase and additional differentials and premiums. (New)
5. Provide payroll deduction for Guide Dogs of America and Machinists Non-Partisan Political League. (New)

Article 27. SHIFT DIFFERENTIAL

1. Improve shift differentials.

Article 30. LETTERS OF AGREEMENT

1. Delete Letter 13.
2. New Letter of Agreement, Station Agents.