

IAMAW PROPOSED AMENDMENTS

to the

RAMP SERVICE AND STORES EMPLOYEES
AGREEMENT

and the

CLERICAL, OFFICE, AND PASSENGER SERVICE EMPLOYEES
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.

Preamble

Article 1

Article 2

1. RSSA – Scope of Agreement
 - a. Job security
 - b. Scope
2. COPS – Recognition and Scope of Agreement
 - a. Job security
 - b. Scope

Article 3

Article 4

1. RSSA – Classification of Work
 - a. Add Crew Chief
 - b. Add Schedulers
 - c. Update job descriptions
2. COPS – Classification of Work
 - a. Lead job description

Article 5

1. RSSA – Hours of Service
 - a. Improve breaks and lunches
 - b. Improve Part Time percentage
 - c. Improve shift realignment language
 - d. Improve probationary shift language
2. COPS – Hours of Service
 - a. Minimum rest
 - b. Improve Compensatory Bank
 - c. Improve No Lunch and Late Lunch language
 - d. Missed break penalty
 - e. Trades

Article 6

1. RSSA -- Overtime
 - a. Add Compensatory Bank
 - b. Junior Assignment
2. COPS – Part Time Employees
 - a. Minimum shift hours
 - b. Improve Split shift language

Article 7

1. RSSA -- Holidays
 - a. Add Holiday(s)
2. COPS -- Overtime
 - a. Improve Overtime language
 - b. Improve Continuation of shift language
 - c. Junior assignment

Article 8

1. RSSA – Field Service
 - a. Per Diem allowance
 - b. Life Insurance
2. COPS -- Holidays
 - a. Add Holiday(s)
 - b. Improve Holiday pay

Article 9

Article 10

1. RSSA -- Vacancies
 - a. Improve bid process
2. COPS -- Vacancies
 - a. Improve bid process

Article 11

1. RSSA – Leave of Absence
 - a. Improve Maternity Leave
 - b. Improve Parental Leave

Article 12

1. RSSA -- Training
 - a. Recurrent Training
2. COPS -- Leaves of Absence
 - a. Improve maternity language

Article 13

1. RSSA -- Vacations
 - a. Improve DAT language
 - b. Improve vacation bidding process
2. COPS -- Vacations
 - a. Improve Vacation accrual

Article 14

1. RSSA -- Sick Leave
 - a. Improve Sick Leave
 - b. Improve Bereavement Leave
2. COPS -- Sick Leave
 - a. Improve Bereavement Leave
 - b. "Productivity"
 - c. Improve OJI pay

Article 15

1. RSSA -- Transportation
 - a. Improve Pass benefits
2. COPS -- Transportation
 - a. Improve Pass benefits

Article 16

1. RSSA – Grievance Procedure
 - a. Improve Grievance Procedure
2. COPS – Grievance Procedure
 - a. Improve Grievance Procedure

Article 17

Article 18

1. RSSA – Safety and Health
 - a. Improve cleaning allowance
 - b. Improve Uniform allotment
 - c. Kneepads and hearing protection improvement
 - d. Recurrent training for Safety
2. COPS – General and Miscellaneous
 - a. Improve Record of Discussion Language
 - b. Improve Uniform allotment
 - c. Mass Transit and parking

Article 19

1. RSSA – Severance Allowance
 - a. Improve severance allowance
2. COPS – Wage Rules
 - a. Wages
 - b. Differentials

Article 20

1. RSSA – Retirement Plan
 - a. Improve Retirement
 - b. VSI

Article 21

1. COPS – Shift Differential
 - a. Differentials

Article 22

1. RSSA -- Insurance
 - a. Sick leave cash out
 - b. Improve Insurance benefits
 - c. Life Insurance
2. COPS – Union Security
 - a. Improve Chief Steward Language
 - b. Improve Union meeting language
 - c. Improve Bulletin Boards
 - d. Add Filing Cabinets

Article 23

1. RSSA – Wage Rules
 - a. Wages
 - b. Differentials
2. COPS – Pension Plan
 - a. Improve Retirement

Article 24

1. COPS – Letters of Agreement
 - a. #3 – improve scope
 - b. #6 – Improve differential
 - c. #10 – improve differential
 - d. #15 – improve differential
 - e. #18 – improve Sick Leave cash-out

Article 25

1. COPS -- Insurance
 - a. Improve Insurance benefits
 - b. Improve Life Insurance

Article 26

1. COPS – Longevity Pay
 - a. Improve Longevity pay

Article 27

1. RSSA – Shift Differential
 - a. Improve Differentials

Article 28

1. RSSA – Longevity Allowance
 - a. Improve Longevity
2. COPS – Home Agent
 - a. Improve Home Agent language

Article 29

1. RSSA – Union Shop and Dues Check-Off
 - a. Improve new hire orientation language

Article 30

1. RSSA – Letters of Agreement
 - a. Update #5 – vacation accrual