

**Alaska Airlines Company Proposal for
COPS Contract Extension**

March 10, 2009

1. Article 27 (Effective Date & Duration)

Extend 2 years (to July 19, 2012)

2. Article 19 (Wage Rules)

Effective 6/1/10:	add 1.5% to all steps
Effective 6/1/11:	add 1.5% to all steps

3. Article 19 Paragraph Q (Profit Sharing)

- a. Replace the current company profit sharing plan with the company's Performance Based Pay (PBP) plan for the calendar/plan years of 2009 and thereafter.
- b. Retroactive lump sum payout: at DOS active RSSA employees of record as of 12/31/08 will receive a lump sum bonus equal to the normal payout for the 2008 PBP less any amount received fro 2008 Profit Sharing.

4. Letter of Agreement #12 (Job Security)

Remains as is, extended 2 years (to July 19, 2012)