

**Alaska Airlines Company Proposal for  
RSSA Contract Extension  
March 10, 2009**

**1. Article 25 (Effective Date & Duration)**

Extend 2 years (to July 19, 2012)

**2. Article 26 (Schedule A)**

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

**3. Letter of Agreement #9 (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 for 2008 Profit Sharing.

**4. Letter of Agreement #14 (Job Security)**

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