

Air Transport District 143

2510 Lexington Avenue South
Saint Paul, Minnesota 55120-1260
651.688.2640 fax 651.688.7229



International Association of Machinists and Aerospace Workers AFL-CIO

IAM Proposal

Alaska Airlines Clerical, Office & Passenger Service (COPS)

1. Article 3—Status of Agreement –
See Attached New Paragraph E Language
2. Article 4—Classification of Work, Paragraph D
DC/CLP Union-Company committee to restructure and reclassify.
3. Article 5—Hours of Service, -
Field Service Agreement - See Attached New Language
4. Article 19—Wage Rules, Paragraph Q
Performance Based Pay (PBP) need full details of plan and comparisons of bonus paid under PBP plan.
5. Article 19, Wage Rules, Paragraph S
Effective 6/1/10: add 3% to all steps.
Effective 6/1/11: add 3% to all steps.
Effective 6/1/12: add 2% to all steps.
6. Article 22—Union Security, Paragraph F
The Union may also designate one (1) Chief Steward in Seattle, Phoenix, and Anchorage to cover all facilities and locations in each of those cities. In addition, the Union may designate one (1) Chief Steward for Seattle Reservation and Boise Reservations and an additional Chief Steward for any new reservation center openings.
7. Article 23—Pension Plan
Defined Benefit multiplier increased to 1.8% for COPS hired before 6/1/06.
Defined Contribution matching increased to 7% for COPS hired after 6/1/06.
8. Article 25—Insurance, Paragraph D.2.
Freeze contributions at 2009 costs.
9. Article 27—Effective Date and Duration
Extend two (2) years to July 19, 2012.
10. Letter of Agreement #12—Job Security
No subcontracting
11. Letter of Agreement—Home Agent
Policy changes must be negotiated.

arr/opeiu#12
5/11/09

IAM Proposal

Alaska Airlines Clerical Office & Passenger Service (COPS)

1 1. Article 3—Status of Agreement – Paragraph E (new language)

2
3 E. 1. Merger, purchase, or acquisition of another company: In the event of a merger,
4 purchase, or acquisition of another company, involving that entire company or a substantial
5 portion of that company by the Company, the IAM and the Company will meet to discuss the
6 merger, purchase, or acquisition. The Company will provide the IAM with information
7 concerning the proposed merger, purchase, or acquisition at the earliest feasible time to allow
8 for the Union to prepare for those discussions. Those discussions will include the impact of the
9 merger, purchase, or acquisition upon the IAM-represented employees.

10
11 (a) The integration of the seniority lists of the respective employee groups will
12 be governed by the provisions of Sections 2.a, 3 and 13 of Allegheny-Mohawk, 59CAB22
13 (1972), provided that no employee on the master seniority list will be adversely impacted in
14 rates of pay, hours, or working conditions by the integration.

15
16 (b) The rates of pay, rules, and working conditions contained in the Basic
17 Agreement, as amended, will not be changed in any way absent agreement of IAM, and will not
18 be open for collective bargaining in the event of a merger, purchase or acquisition of another
19 company nor will the IAM or the Company have any obligation to bargain upon changes thereto,
20 except as provided in Article 27—Effective Date and Duration.

21
22 (c) The parties agree to submit to final and binding arbitration by an arbitrator
23 approved by the National Mediation Board all disputes between the IAM and the Company
24 which are not settled in the meetings provided above within six (6) months of the effective date
25 of the merger. The costs of the arbitration will be shared equally by the parties; and there will
26 be only one such arbitration proceeding, which will be the sole and exclusive remedy for all such
27 disputes.

28
29 (d) It is understood that the provisions of Article 3.E.(1.)(a.), (b) and (c) will
30 not apply to the Company's purchase of assets of another airline which does not result in the
31 integration of employees.

32
33 2. Merger, purchase, or acquisition by another company, or "spin-off" of assets or
34 facilities: In the event of a merger, purchase, or acquisition of the Company, or acquisition of
35 control, or acquisition of any assets, facilities or functions of the Company by another company,
36 person or entity, or subsidiary or corporate affiliate of the Company, the IAM and the Company
37 will meet to discuss the merger, purchase, or acquisition. The Company will provide the IAM
38 with information concerning the proposed merger, purchase, or acquisition at the earliest
39 feasible time to allow for the Union to prepare for those discussions. Those discussions will
40 include the impact of the merger, purchase, or acquisition upon the IAM-represented
41 employees.

42
43 3. Labor protection provisions: In the event of a merger, purchase, or acquisition of
44 the Company, acquisition of control of the Company, or acquisition of any assets, facilities or
45 functions of the Company by another company, person or entity, or subsidiary or corporate
46 affiliate of the Company, the integration of the seniority list of the respective employee groups
47 will be governed by the provisions of Sections 2.a., 3, and 13 of Allegheny-Mohawk, 59CAB22
48 (1972). The employee groups of each carrier will remain separated until such time as the
49 seniority lists are integrated in accordance with this paragraph. Additionally, employees
50 displaced or dismissed within the meaning of sections 4 and 5 of the Allegheny-Mohawk

1 protections as a result of the merger, purchase, or acquisition will receive displacement and
2 dismissal allowances in accordance with those sections, except that displacement allowances
3 will be payable for six years, and dismissal allowances shall be paid at 100% of average
4 monthly compensation and for a period of 72 months.
5

6 4. Successorship: In the event of any merger, purchase, acquisition of the
7 Company, acquisition of control of the Company, or acquisition of any assets, facilities or
8 functions of the Company by another company, person or entity or subsidiary or corporate
9 affiliate of the Company (Successorship Transactions), the following will apply:
10

11 (a) This Agreement will be binding upon any company, person or entity, or
12 subsidiary or corporate affiliate of the Company, that acquires control of, purchases, acquires or
13 acquires the Company, or assets, facilities or functions of the Company ("Successor"). The
14 Company will not bring a single step or multi-step Successorship Transaction to final
15 conclusion, or allow such a transaction to proceed to conclusion, unless the Successor agrees,
16 in writing, to:
17

18 (1) Recognize the IAM as the representative of employees on the IAM
19 System Seniority lists consistent with the Railway Labor Act, as amended;
20

21 (2) Employ the employees on the IAM System Seniority list in
22 accordance with the provisions of this Agreement;
23

24 (3) Assume and be bound by this Agreement.
25

26 (4) If the Successor is a subsidiary or corporate affiliate of the
27 Company, the Company will also ensure that the successor agrees in writing to continue other
28 benefits currently provided to employees as a matter of Company policy.
29

30 (b) If the Successor is an Air Carrier or an affiliate of an Air Carrier, the
31 Company will, at the option of the IAM, require the Successor to agree to integrate the pre-
32 transaction System Seniority list of the Company and the Successor in a fair and equitable
33 manner within twelve (12) months of the Successorship transaction pursuant to Sections 2.a., 3,
34 and 13 of the Allegheny-Mohawk LPPs. The requirement of this provision does not apply to the
35 Company's acquisition of all or part of another Air Carrier in a transaction which includes the
36 acquisition of aircraft and employees.
37

38 (c) In the event of a Successorship Transaction, the Company will, 30 days
39 prior to consummation, give IAM written certification that the requirements of subsections 4(a),
40 (1), (2), (3), and (4) have been complied with, and that the successor has agreed in writing to
41 those requirements. The Company agrees that if it fails to comply with the requirements of
42 subsections 4(a), (1), (2), (3) and/or (4), the harm to IAM and its members would be irreparable;
43 that, on showing of failure to comply with any of those requirements, issuance of preliminary
44 injunctive relief and other equitable relief would be appropriate and necessary; and that such
45 relief may issue without any requirement for securing or posting of a bond by IAM.
46
47
48

49 arr/opeiu#12
50

IAM Proposal

Alaska Airlines Clerical Office & Passenger Service (COPS)

1 3. Letter of Agreement #13

2
3 WHEREAS COPS employees are being utilized regularly, if not daily, in a Field Service/Charter
4 capacity, it is mutually agreed by and between the parties that the following language will be
5 incorporated into Article 5, Hours of Service, as Paragraph J:
6

- 7 1. When employees covered by this Agreement are required to engage in field or
8 emergency work away from their base station to perform the job duties of their
9 classification, they shall be paid for such work on the same basis as at their base
10 station.
11
- 12 2. Upon completion of a field or emergency work assignment an employee shall return to
13 his/her home station in accordance with the orders received at the time he/she left
14 his/her home station, or in accordance with the orders he/she received from the person
15 to whom he/she was ordered to report in the field, and shall be compensated for the
16 return trip in accordance with the provisions of paragraph 1. above.
17
- 18 3. All time spent in traveling or waiting in connection with field service will be paid at the
19 applicable straight time and overtime rates of pay. If such travel is interrupted or
20 delayed for any reason and the employee is released by an agent of the Company for
21 a period of five (5) consecutive hours or more, he/she shall not be paid for the time
22 released but in no event shall any employee receive less than eight (8) hours' pay at
23 straight time rates for any twenty-four (24) hour period while away from his/her base
24 station on emergency field service. When two (2) or more COPS employees are
25 assigned to a field service trip, the most senior qualified employee will be appointed as
26 Lead if no Lead is available at the Station.
27
- 28 4. Each employee covered by this Agreement shall receive, when away from his/her
29 regular base on regular or special duty, actual and reasonable expenses as defined in
30 Systems Regulations. The employee shall be entitled to draw an expense advance to
31 be accounted for in accordance with Company policy. The advance, however, is not to
32 exceed the allowance for the estimated number of days he/she will be away from
33 his/her home base. Employees will not be required to use their personal automobile
34 for Company business.
35
- 36 5. When an employee is away from his/her home station on a field assignment he/she
37 shall be paid straight time and overtime in accordance with the provisions of this
38 Agreement but in no event shall he/she receive less than eight (8) hours pay for each
39 day; provided, however, that the Company may schedule him to take his/her regular
40 day off without compensation except for the reasonable and necessary expenses
41 provided for in this Article.
42
- 43 6. An employee having completed a field assignment away from his/her base Station,
44 beyond his/her regular shift, shall have at least eight (8) hours rest before being
45 required to report for work. An employee having completed a field assignment shall
46 not be paid less money, exclusive of expenses, than he/she would have received had
47 he/she worked his/her regular shift at his/her home base.
48
- 49 7. When employees are required to engage in field or emergency work, their equipment
50 and luggage will be protected by the Company at a full dollar value against fire, theft or

IAM Proposal

Alaska Airlines Clerical Office & Passenger Service (COPS)

1 damage at base or bases or during shipment while in Company possession. The
2 Company may require the valuation to be certified in advance of the employee
3 departing.
4

5 8. Employees traveling or waiting in pay status are prohibited from partaking of alcoholic
6 beverages.
7

8 9. Any employee covered by this Agreement required by properly designated Company
9 authority to participate in charter flights or to travel in connection with his/her job for all
10 hours away from his/her base or station shall be covered by standard travel accident
11 insurance policy with a death benefit of \$100,000 at no cost to the employee. The
12 Group Insurance beneficiary will apply unless the employee designates a beneficiary
13 in a letter to the Employee Services Department.
14

15 10. The Company and Union will establish a mutually agreed upon policy(s) for all
16 classifications regarding Field Trip employee selection, at stations where such a policy
17 becomes necessary.
18

19
20 arr/opeiu #12