

Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

Monday, October 26, 2009

To: IAM RSSA Members at Alaska Airlines **ASA CONTRACT EXTENSION PROPOSAL**

Dear Sisters and Brothers:

Enclosed are the terms of the Alaska Airlines contract extension proposal for your review.

Your negotiating committee has revised its position and is recommending a

"Yes Vote" on the proposed extension.

Just as with any ratification vote, many questions are generated by the membership. That is why it is important for you to attend scheduled ratification meetings before casting your vote.

- ☆ Your elected negotiators will be present at your location to explain the contract extension proposal and address any concerns you may have so that when you vote you may make an informed decision.
- ☆ Additionally, your negotiating committee has recommended that District 143 seek special dispensation so that you may vote in your work location on the same day as the scheduled informational meetings.
- ☆ You can visit www.iam143.org to see what day your location will conduct informational meetings and vote.

Although how you vote will be a personal decision, the results will have a widespread impact for all of our sisters and brothers. Your negotiating committee urges you to review the enclosed contract extension proposal, attend informational meetings to have your questions answered and make an informed decision; most importantly, exercise your right to vote.

Your negotiating committee thanks the entire membership for their continued support.

Fraternally yours,

Stephen M. Gordon
President/Directing General Chair

Roger Clark

Jeff Lemon

Jason McAdoo

Mark Walker

**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)