

Alaska Airlines

October 23, 2007

Mr. Stephen Gordon
President, Directing General Chair
I.A.M.A.W.
Air Transport District Lodge #143
2510 Lexington Avenue South
St. Paul, Minnesota 55120-1260

Dear Steve,

Alaska Airlines is finalizing plans to combine the Accounting Specialist and Management Employees in the Customer Service-Airports OASYS department by adding four (4) COPS Specialist positions. This will result in Accounting Specialists being assigned to work that is currently done by Alaska Airlines Management staff. This combining of OASYS work between Management staff and Accounting Specialists will be the first time that Alaska Airlines has combined COPS work and Management work at this level. It is our hope that this kind of cooperative work environment will be successful and that this can be a benchmark for future opportunities of this nature.

All work conducted in the Customer Service-Airports OASYS group will be shared work and there will be no dividing line between the current management duties and the proposed specialist duties. Alaska Airlines, and the IAM will benefit from this change as it will result in additional membership and work for our IAM COPS Union members and Alaska Airlines will become more efficient. In connection with this sharing of work, Alaska Airlines seeks to honor the seniority of the current Management employees and their service to Alaska Airlines as further described below.

In conjunction with this change we are proposing to allow those current Management employees listed below the opportunity to become members of the IAM COPS group with classification seniority from when they entered this OASYS position. This offer will be extended for a period of thirty (30) days following your acceptance of this proposal. If they choose not to become members at this time this offer will not be valid for any future consideration. During this thirty (30) day period, General Chair, Jackie Fay will be extended the opportunity to meet and discuss these options with the Management staff listed below. In keeping with the current agreement, the probationary period will be waived for these individuals if they choose this option.

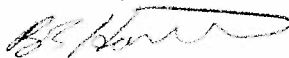
GREEN, JENNIFER 4/4/05
WONG, JENNIFER A. 9/12/06
PESTRYAKOVA, LARISSA 8/1/96

SYKES, JOANN 4/4/05
CARNES, AMY M. 3/6/00
DEANE, SHANNON C. 12/19/97

Any future openings in this work group will be filled utilizing COPS members until such time as we reach an acceptable level for workforce oversight. Combining the two separate groups will result in a complete overlapping of work with this department. Within the COPS workforce in this department all other contractual work provisions will be followed. This request allows us to preserve the knowledge that currently exists and at the same time increases the already important role that our IAM represented accounting specialist employees play in our Company. We view it as a win-win for everyone.

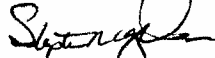
Please contact me if you have any questions or to discuss further. Jackie Fay and I will work on the details associated with this change.

Sincerely



Bob Hartnett
Employee Services, Labor Manager

In concurrence



Stephen Gordon, President/Directing General Chair
Air Transport District #143

cc: Jeff Butler
Janet Warner
Jackie Fay
file