



October 9, 2007

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

Dear Steve,

The purpose of this letter is to formalize the discussion regarding the pay week change agreed to in our negotiations in 2006. As you recall this agreement called for Alaska Airlines to implement a change to the current pay week for the RSSA agreement to make it mirror the COPS agreement making this change would allow us to load the necessary data to implement a Long Term Disability program sponsored by the IAM. We are in the implementation phase for that LTD at this time and we have identified the transition dates for the RSSA payroll.

Payroll transition dates:

<b>Pay Group</b>	<b>Pay Period (2007)</b>	<b>Run Date</b>	<b>Pay Date</b>
Current RSSA scheduled payroll	Nov 5 – 18	Nov 27	Nov 30
RSSA transition/catch up payroll	Nov 19 – 30	Dec 4	Dec 7
First Fully Combined payroll	Dec 1 - 14	Dec 18	Dec 21

General Chair, Nan Otto and Bob Hartnett have jointly identified the following references in the agreement that will be affected by this agreed upon change.

ARTICLE 11, LEAVE OF ABSENCE

3. Employees on the Union Negotiating Committee will be covered under this paragraph. While in negotiations, members of the Union Negotiating Committee will be on Union business. Employees covered under this paragraph J.3. will be considered on day shift with Saturdays and Sundays off during periods of actual negotiations or voting in conjunction with negotiations. Their workweek will start and end at midnight between // **Fridays and Saturdays**. However, if the negotiations are scheduled for more than thirty (30) days apart, the employee should return to his normal work schedule.

ARTICLE 13, VACATION

5. Vacation shall commence with shift change closest to twelve (12) midnight // **Friday**, an employee may take any odd days of vacation he holds so that he may add his days off to the end of his vacation period. Employees with odd amounts (not divisible by 5) of vacation for calendar year may utilize such odd amounts either as set forth above, or, use as a day at a time vacation, subject to the approval of their supervisor. Requests for DAT vacation will be on a first-come, first-served basis, and no request may be made more than fourteen (14) calendar days in advance of the day requested. The supervisor shall notify the employee if he can have the day off no later than four (4) calendar days prior to the day requested unless mutual consent by both parties. If two employees request the same day off on the same day, Company seniority shall govern.

ARTICLE 23, WAGE RULES

C. Employees shall be paid on alternate Fridays during their regular working hours. The payment on such Fridays shall include all wages due through the // preceding // **Friday**. Swing shift employees shall receive their pay at the end of their shift that commences on Thursday.

In the event that other points in the contract are identified that need to be addressed, General Chair, Nan Otto and I will jointly work on those points.

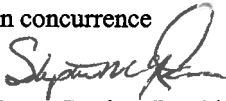
Please sign below if you concur with the Company's proposed change and return a copy to me by FAX or U. S. Mail.

Sincerely



Dennis Hamel  
Vice President, Human Resources

In concurrence



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



Nan Otto  
General Chair

cc: Bob Hartnett  
Andy Garboden  
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