

Alaska Airlines, Inc.
and
**International Association of Machinists and
Aerospace Workers**
for

RAMP AND STORES EMPLOYEES

TENTATIVE AGREEMENT

RED LINE VERSION

JUNE 22, 2022



Subject: ALASKA AIRLINES TENTATIVE AGREEMENT

Sisters and Brothers:

Enclosed are the terms of the Alaska Airlines Tentative Agreement for your review.

Your Union UNANIMOUSLY recommends a "YES VOTE" on the proposed changes.

Just as with any ratification vote, many questions are generated by the membership, that is why you need to attend scheduled meetings, ask questions and get clarification before casting your vote.

- Your Union will be present at your location to explain the Tentative Agreement's terms and address any concerns you may have. This will ensure an informed decision is made before voting.
- You can visit www.iamdl142.org to see what day, what time, and where your location will be conducting informational meetings, as well as voting times.

Although how you vote will be a personal decision, the results will have a widespread impact on all of our sisters and brothers.

Your Union urges you to review the enclosed Tentative Agreement, attend an informational meeting to have your questions answered, and make an informed decision; most importantly, we urge you to exercise your right to vote.

Your Union thanks the entire membership for their continued support.

In Unity,

Your Negotiating Committee

1 ARTICLE 23, WAGE RULES
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4 N. All Ramp & Stores employees at the Yakutat, Cordova, Nome, Kotzebue, Barrow, and Bethel stations, shall receive a location differential,
5 which at the contractual wage start rate will be eight dollars and fifty (\$8.50) per hour. This differential will be reduced by .25 cents (\$.25) per hour
6 at each step beginning at step ~~one~~ **two** and will be five dollars and ~~fifty~~ **seventy five** cents (~~\$5.50~~ **\$5.75**) per hour at the twelfth (12th) step, which is
7 in addition to any other differential. For pay purposes, this shall be considered as part of the basic rate for calculations.
8
9

10 **T. Should there be future new hire wage exceptions, the Company and the Union will meet and discuss a necessary exception. Employees**
11 **will progress from the step they are hired in on the pay scale. In addition, any employee in such a location that may be at a lower step on**
12 **the pay scale will be raised to the new wage rate. If an employee transfers from such a location, they will return to the step on the pay**
13 **scale based on seniority per Article 23.M. These wage rates are not transferable should someone change location, regardless of the**
14 **reason.**
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IAMAW Extension Tentative Agreement
Alaska Airlines RSSA 2022
Changed Paragraphs only

1 ARTICLE 25, EFFECTIVE DATE AND DURATION
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3 Except as may otherwise be stated, all provisions of this Agreement shall become effective upon signing and shall remain in full force for the period ending ~~September~~
4 ~~27, 2024~~ **September 27, 2026** and shall automatically be renewed under the same terms and conditions for consecutive yearly periods thereafter unless notice of
5 intended change is served as provided herein. Either party desiring to amend or modify any provision of this Agreement shall serve notice in writing on the other
6 party at least fourteen (14) months ~~July 27, 2023~~ **2025** preceding ~~September 27, 2024~~ **2026** or September 27 of any year thereafter; specifically mentioning any
7 amendments or modifications desired, and no other provisions of this Agreement shall be affected by such notice, except to the extent that other provisions must be
8 revised to conform with the amendments or modifications agreed upon. When any notice of desired amendment or modification of any provisions hereof is served,
9 the parties hereto shall meet within thirty (30) days from receipt of said notice to negotiate concerning such desired amendments or modifications. If an Agreement
10 has not been reached by ~~May 27, 2024~~ **2026** the parties will jointly petition the National Mediation Board for mediation services.

11
12 IN THE WITNESS WHEREOF, the parties hereto have signed this RSSA Collective Bargaining Agreement this ~~27th of September, 2019~~ **XX of XX, 2022.**
13

14 WITNESS: FOR ALASKA AIRLINES, INC

15 s/Jenny Wetzel _____ s/Shane Tackett
16 s/Wayne Newton _____ Shane Tackett
17 s/Jeanne Davis _____ EVP Planning & Strategy
18 s/Bob Hartnett _____
19 s/Rebecca Meissner _____
20 s/Denise Kliskey _____
21

22 WITNESS: FOR THE INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS

23 s/Jeff Tobius _____ s/Sito Pantoja
24 General Chairperson _____ General Vice President — Transportation
25 s/Jason McAdeo _____ s/Dave Supplee
26 Special Representative _____ President — Directing General Chairperson District 142
27 s/Justin Bates _____ s/Tim Klima
28 VP — Alaska _____ Airline Coordinator
29 _____ s/James Carlson
30 _____ Assistant Airline Coordinator
31 _____ s/Kris Hannah — Grand Lodge Representative
32 _____ s/Brianna Gregory — Grand Lodge Representative
33 _____ s/Richard Pantoja — Grand Lodge Representative
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1 ARTICLE 28, LONGEVITY ALLOWANCE
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3 All employees covered by this Agreement shall receive, as a length of service adjustment after five (5) years of employment, an additional
4 ~~two (\$0.02)~~ **five (\$0.05)** cents per hour each year, to a maximum of ~~thirty-five (\$0.35) fifteen (15) years (twenty [20] cents.)~~ This bonus is part of the
5 wage rate and, therefore, shall be included in the computation of pay for hour of overtime, holidays, vacation, sick leave, etc. **Increments will**
6 **increase by five cents each year up to a maximum of thirty-five cents per hour.**
7

1 LETTER #14

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3 WORK SECURITY

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5 LETTER OF AGREEMENT
6 BETWEEN
7 ALASKA AIRLINES, INC.
8 AND
9 THE INTERNATIONAL ASSOCIATION OF MACHINISTS
10 AND AEROSPACE WORKERS
11 FOR
12 RAMP SERVICE AND STORES EMPLOYEES
13

14 This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA
15 AIRLINES, INC. (hereinafter referred to as the "Company") and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
16 (hereinafter referred to as the "Union").
17

18 WHEREAS, the Union is the collective bargaining representative of the Company's Ramp and Stores Employees ("RSSA") employees, and the Union and
19 the Company are parties to a collective bargaining agreement covering such employees (the "RSSA Agreement"); and
20

21 WHEREAS, the Union has proposed, and the Company has agreed, that the parties enter into a Letter of Agreement providing for work security for its RSSA
22 employees; and
23

24 THEREFORE, the Company and the Union enter into this Letter of Agreement, as set forth below.
25

- 26
- 27 1. The Company agrees that, for the duration of this Letter of Agreement, it will not outsource or subcontract work that, as of September 27, 2019 is
28 exclusively performed at Company locations by employees within classifications covered in Article 4 of the RSSA Agreement.
 - 29 2. As an exception to paragraph 1, the Company may outsource or subcontract work that, as of the September 27, 2019 of this letter, is exclusively
30 performed by employees within classifications covered in Article 4 of the RSSA Agreement if such outsourcing or subcontracting is through an
31 Airport consortium or as a result of other regulatory requirements, and if such a consortium or regulatory requirement is mandatory at a particular
32 airport. Article 9 of the RSSA Agreement shall apply to any employee displaced as a result of outsourcing or subcontracting under this paragraph.
33
 - 34 3. It is agreed the following are examples of work that is not "exclusively performed" by employees within classifications covered in Article 4 of the
35 RSSA Agreement as of September 27, 2019:
36
 - 37 a. RSSA
 - 38 i. Aircraft Fueling
 - 39 ii. Deicing

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IAMAW Extension Tentative Agreement
Alaska Airlines RSSA 2022
Changed Paragraphs only

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- iii. Baggage Delivery (physical delivery of bag)
- iv. Janitorial

4. This letter does not require the Company to bring in any work that the Company currently outsources or subcontracts.

5. Except as specifically provided herein, this Letter of Agreement does not alter either party’s rights under the RSSA Agreement, including but not limited to the Company’s ability to introduce new equipment and technology and continue to innovate as provided in Article 2.G.

This Letter of Agreement shall go into effect on September 27, 2019, and shall expire on September 27, ~~2026~~ **2028**. Once this Letter of Agreement expires, the Company’s rights and responsibilities with respect to the outsourcing or subcontracting of work will be governed by the RSSA Agreement in effect at the time of expiration. The parties do not intend to create a status quo obligation as it relates to the Company’s contractual right to outsource or subcontract work beyond the expiration date of this Letter of Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 27th Day of September, 2019.

FOR THE COMPANY:	FOR THE IAM:
s/Shane Tackett	s/Dave Supplee
s/Wayne Newton	s/Jeff Tobius

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1 Letter #22

2
3 WAGE REVIEW

4
5 LETTER OF AGREEMENT

6 between

7 ALASKA AIRLINES, INC.

8 and the

9 INTERNATIONAL ASSOCIATION OF MACHINISTS

10 AND AEROSPACE WORKERS

11 August 10, ~~2023~~ **2024 and 2025** Wage Review

12
13 This Letter of Agreement is made and entered in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and
14 between Alaska Airlines, Inc. (the "Company") and the Ramp Service and Stores Employees in service of the Company (the "employees") as
15 represented by the International Association of Machinists and Aerospace Workers (the "Union").

16
17 To ensure Alaska employees are competitively compensated relative to their industry peers, the company and the IAM agree that on **August**
18 **10, 2024 and 2025** ~~(the fourth anniversary of the agreement)~~, there will be an annual increase of **2.5%** ~~4.5%~~ to all wage steps or adjusted per the
19 below, whichever is greater.

20
21 At least 30 days prior to the **August 10, 2024 and 2025** ~~the fourth anniversary of the agreement~~, the Company and the Union will meet for
22 the purpose of reviewing base RSA wage rates at the major U.S. based passenger air carriers (American, Delta, United, Southwest, JetBlue, Spirit
23 and Frontier) and establishing the appropriate adjustment for base scales in Schedule A.

24
25 The formula to determine the appropriate adjustment will be as follows:

- 26
27
1. **Identify the top of scale base wage rates at the above referenced carriers.**
 2. **Identify where the Alaska scheduled top of scale base wage rate for Customer Service Agents would be relative to these carriers.**
 3. **Alaska CSA's will not be paid less than fourth place at the Top of Scale.**
 4. **If they are not at least the fourth highest paid, the total percentage needed to get to 4th will be applied in place of the scheduled 2.5%**
 - a. **This same percentage increase will be applies to all steps, scales, and grades.**
- 34

35 **For 8/10/24 increase:**

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1 **Example #1**

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3 **8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85**
4 **Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72**
5 **Delta TOS wage rate -- \$37.00**
6 **Southwest TOS wage rate -- \$37.50**
7 **American TOS wage rate -- \$38.50**
8 **United TOS wage rate -- \$40.00**
9

10 **In order to reach 4th in the industry, Alaska CSA's need to make \$37.00 per hour. This would result in an 6.17% increase to the 8/10/23**
11 **Alaska TOS rate and this same percent would be applied to all steps, scales, and grades.**
12
13

14 **Example #2**

15
16 **8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85**
17 **Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72**
18 **Delta TOS wage rate -- \$34.00**
19 **Southwest TOS wage rate -- \$37.00**
20 **American TOS wage rate -- \$38.00**
21 **United TOS wage rate -- \$39.00**
22
23

24 **In this example, Alaska's scheduled increase places them at 4th, so the scheduled 2.5% wage increase would apply to the 8/10/23 Alaska**
25 **TOS rate and this same percent would be applied to all steps, scales, and grades.**
26
27
28

29 **Example #3**

30
31 **8/10/23 Alaska TOS wage rate [30 days prior to review]- \$34.85**
32 **Alaska 8/10/24 scheduled TOS wage rate (2.5%) -- \$35.72**
33
34 **Delta TOS wage rate -- \$36.00**
35 **Southwest TOS wage rate -- \$37.00**
36 **American TOS wage rate -- \$37.00**
37 **United TOS wage rate -- \$38.00**

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In order to reach 4th in the industry, Alaska CSA's need to make \$36.00 per hour. This would result in a 3.3% increase to the 8/10/23 Alaska TOS rate and this same percent would be applied to all steps, scales, and grades.

- 1. ~~Calculate the Comparison Wage~~
 - a. ~~Identify the four highest Customer Service Agent or equivalent classification TOS pay rates of the major carriers.~~
 - b. ~~Add the four wage rates from #1 together and divide by four to arrive at an Average Wage.~~
 - c. ~~Multiply the Average Wage by 0.90 to arrive at the Comparison Wage.~~

- 2. ~~Calculate the Normal Downline Wage~~
 - a. ~~Multiply the current Alaska TOS RSA base wage rate by 1.015.~~

- 3. ~~Compare Comparison Wage to Normal Downline Wage~~
 - a. ~~The new TOS RSA wage will be the higher of the Comparison Wage or the Normal Downline Wage.~~

- 4. ~~Create Scale Adjustment Percentage~~
 - a. ~~If the higher rate is the Normal Downline Wage rate, all scales in Schedule A will be adjusted by 1.5% (1.015) from their current rates.~~
 - b. ~~If the higher rate is the Comparison Rate, divide the Comparison Rate by the current TOS wage rate and subtract 1 and all scales in Schedule A will be adjusted by this resulting percentage.~~

Differentials and other pay variables will not be considered in these base wage rate calculations.

This letter will automatically expire following the August 10, ~~2023~~ 2025-review

Example:

TOS RSA wage rate	
Alaska Airline wage rate	————— \$18.00

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IAMAW Extension Tentative Agreement
Alaska Airlines RSSA 2022
Changed Paragraphs only

1 OAL TOS RSA Wage Rate
2 American Airlines _____ \$21.00
3 United Airlines _____ \$23.00
4 Delta Airlines _____ \$20.00
5 Southwest Airlines _____ \$22.00
6
7 Total _____ \$86.00
8
9 divided by the number of carriers _____ (4)
10 Average TOS rate _____ \$21.50
11 Times .9 = _____ 19.35

12
13
14 Scheduled increase 1.5% _____ \$18.00 + .27 = \$18.27
15 Wage averaged increase _____ \$18.00 + \$1.35 = \$19.35 or a 7.5% increase

16
17 In this scenario the wage review yielded the higher percentage increase, 7.5% and that is used to calculate all of the wage scales and step increases.

18
19 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 27th ~~XX of XXXX, XXXX.~~

20
21 FOR THE COMPANY: FOR THE IAM:
22
23 s/Shane Tackett _____ s/Dave Supplee
24 s/Wayne Newton _____ s/Jeff Tobius

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1 Article 28, Schedule A

Step	Classification	Current Base Rate	8/10/2022 New Base Rate	8/10/2023 2.50%	8/10/2024 Minimum Increase 2.50%	8/10/2025 Minimum Increase 2.50%
Start	Ramp/Stores	\$15.75	\$18.50	\$18.96	\$19.43	\$19.92
1	Ramp/Stores	\$16.17	\$18.50	\$18.96	\$19.43	\$19.92
2	Ramp/Stores	\$16.80	\$18.98	\$19.46	\$19.95	\$20.44
3	Ramp/Stores	\$17.06	\$19.11	\$19.58	\$20.07	\$20.58
4	Ramp/Stores	\$17.42	\$19.51	\$20.00	\$20.50	\$21.01
5	Ramp/Stores	\$18.49	\$20.80	\$21.32	\$21.85	\$22.40
6	Ramp/Stores	\$19.57	\$21.31	\$21.85	\$22.39	\$22.95
7	Ramp/Stores	\$20.81	\$22.66	\$23.23	\$23.81	\$24.41
8	Ramp/Stores	\$21.30	\$23.20	\$23.78	\$24.37	\$24.98
9	Ramp/Stores	\$21.84	\$23.79	\$24.38	\$24.99	\$25.61
10	Ramp/Stores	\$23.34	\$25.42	\$26.06	\$26.71	\$27.37
11	Ramp/Stores	\$25.50	\$27.77	\$28.47	\$29.18	\$29.91
12	Ramp/Stores	\$30.30	\$34.00	\$34.85	\$35.72	\$36.61

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For pay purposes, Lead and trainer premium, Alaska differential, Arctic differential, and longevity are considered part of the basic rate for calculations.

Start to first step takes six months. First step to second step takes six months. All other steps take one year.