

The IAMAW, District 143 today announced a tentative agreement with Alaska Airlines that covers the carrier's 2,700 Clerical, Office and Passenger Service (COPS) employees.

The highlights of the agreement are as follows:

Economic Enhancements

- **Duration**-three (3) year term amendable January 1, 2014
- **General Wage increases:** January 1, 2011-1.5% increase
January 1, 2012-1.5% increase
January 1, 2013-1.5% increase
- **Signing Bonus**-\$1500.00
- **Lump Sum payment**-\$500.00 January 1, 2014
- **Performance Based Pay (PBP)**-Participation for 2010 and beyond
- **Longevity**-Increased \$0.02 beginning year 6 to a maximum \$0.20.
- **Clerical Grade C**-Extended from 8 steps to 12
- **Operations Agent**-Moved to Agent Grade A pay scale
- **Health Care**-remain at 82%/18% cost share with 15% annual cap

Other Enhancements:

- **Job Security**-No employee employed on Date of Signing or approved leave of absence will lose employment, be required to change cities, or suffer a reduction in pay, as a direct result of subcontracting. This protection will remain in effect one (1) year beyond the amendable date.

Employees whose work is eliminated by subcontracting will have the choice to retain employment or opt for a severance package-One (1) week pay for every year of service.

- **Management Assist**-Management Assist Letter of Agreement #11, 2006 restored. This provision will expire January 1, 2015.
- **Home Agent**-Increased voluntary participation to 80%.
- **New Union position**-Contract Services Lead-will be utilized to oversee station operations in subcontracted stations. Base pay plus \$4.25 differential.
- **Uniforms**-Company paid uniforms for new hires and a uniform bank for all employees replacement pieces.
- **Field Service**-New language establishing a field service procedure.