



# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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**October 22, 2004**

## **AMFA – Alaska Airlines Contract Negotiations**

In accordance with the Aircraft Mechanics Fraternal Association Section 6 Notice that was filed with the National Mediation Board on October 7, 2004, the following list indicates the articles within the Collective Bargaining Agreement that AMFA is proposing to change.

### **Article 1 – Purpose of Agreement**

- No proposed changes.

### **Article 2 - Scope of Agreement**

- Farm out and layoff protections.
- Company assistance in monitoring current farmed out work.

### **Article 3 – Status of Agreement**

- Honor picket lines of other labor groups on ASA property.
- AMFA members will not work on struck work.

### **Article 4 – Classification of Work**

- Clarification of OJT description/functions.
- Out-station trainer selection process.
- Changes to the A&P and FCC requirement language.

### **Article 5 – Hours of Service**

- Changes to late lunch and no lunch pay.
- Clarification of third shift (graveyard) start time.

### **Article 6 – Overtime**

- Changes to RDO call-in rules.
- Overtime bypass and insufficient rest provisions.

### **Article 7 – Holidays**

- Holiday on RDO compensation for 10-hour shift.

### **Article 8 – Field Service & Special Projects**

- No proposed changes.

### **Article 9 – Seniority**

- Changes to layoff procedures.
- Changes to layoff notice distribution.
- Changes to bumping rights.

**Article 10 – Vacancies**

- Vacancy posting process.

**Article 11 – Leave of Absence**

- No proposed changes.

**Article 12 – Training**

- Change to OJT time requirement and Company option to waive time requirement.
- Changes to RDO adjustment after scheduled training.

**Article 13 – Vacations**

- Changes to accrual rates.
- Changes to vacations after a shift bid.

**Article 14 – Sick Leave**

- Changes to maximum accrual amount.
- Elimination of sick leave request form.
- Amount of time allotted to care for sick spouse or child.
- Amounts used for death in family and expand the list of recognized family members.
- Implement rewards for those that do not abuse sick leave program.
- Allow donation of sick leave time.

**Article 15 – Transportation**

- Add transportation allowances in the form of cash for forced relocation.

**Article 16 – Grievance Procedure**

- No proposed changes.

**Article 17 – System Board of Adjustment**

- No proposed changes.

**Article 18 – Safety and Health**

- Change hazardous duty life insurance payouts.

**Article 19 – Severance Allowance**

- Change severance allowance compensation.

**Article 20 – Retirement Plan**

- To be negotiated in economics (TBNE).

**Article 21 – General and Miscellaneous**

- No proposed changes.

**Article 22 – Insurance**

- TBNE

**Article 23 – Wage Rules**

- TBNE
- Retroactive pay.

**Article 24 – Savings Clause**

- No proposed changes.

**Article 25 – Effective Date and Duration**

- Establish contract duration.
- Time limits on negotiations.

**Article 26 – Schedule ‘A’**

- TBNE

**Article 27 – Letters of Agreement**

- No proposed changes.

**Article 28 – Shift Differential**

- Differential premiums to apply at all times.
- Differential amounts are TBNE.

**Article 29 – Longevity Allowance**

- TBNE

**Article 30 – Fleet Service Wages**

- TBNE

**Article 31 – Union Shop**

- No proposed changes.