

**AGREEMENT BETWEEN
THE MECHANICS AND RELATED EMPLOYEES
IN THE SERVICE OF ALASKA AIRLINES, INC.
AS REPRESENTED BY THE AIRCRAFT MECHANICS FRATERNAL ASSOCIATION,
AND
THE MECHANICS AND RELATED EMPLOYEES
IN THE SERVICE OF VIRGIN AMERICA, INC.
AS REPRESENTED BY THE VIRGIN AMERICA MERGER COMMITTEE**

SENIORITY INTEGRATION AGREEMENT

This Seniority Integration Agreement (“Agreement”) is made and entered into by and between the Aircraft Mechanics Fraternal Association (“AMFA”) and the Virgin America Technical Operations Seniority Integration Committee (“Virgin Committee”).

WHEREAS, On December 14, 2016, Alaska Air Group, Inc. (“AAG”) and Virgin America implemented their April 1, 2016 Agreement and Plan of Merger, which resulted in AAG’s acquisition of one hundred percent (100%) of the outstanding shares of Virgin America;

WHEREAS, As a result of the implementation of the Merger Agreement, Alaska Airlines, Inc. (“Alaska Airlines”) and Virgin America are now each wholly-owned subsidiaries of AAG.

WHEREAS, AAG plans on merging the operations of both Alaska Airlines and Virgin America and this merger requires an integrated seniority list combining the Mechanics and Related Employees in the service of Alaska Airlines as represented by AMFA, and the Mechanics and Related Employees in the service of Virgin America, Inc., as represented by the Virgin Committee.

WHEREAS, AMFA and the Virgin Committee wish to produce an amicable integrated seniority list;

NOW THEREFORE, AMFA (acting on behalf of the Alaska Airlines Mechanics and Related Employees) and the Virgin Committee (acting on behalf of the Virgin America Mechanics and Related Employees) agree to seniority lists, attached as Exhibits 1–4, constructed according to the following procedures:

1. Lists will be merged as of the effective date of this Agreement, as set forth in paragraph 7, below. Each party warrants that it has taken those actions necessary to ensure the accuracy of the pre-integration seniority lists of the employees it represents.
2. For the purposes of “Company seniority,” as used in Article 9(A) of the AMFA collective bargaining agreement (“CBA”), the Mechanics and Related Employees of Alaska Airlines and the Mechanics and Related Employees of Virgin Airlines shall be integrated into a single

seniority list on the basis of their initial date-of-hire by either Alaska Airlines or Virgin Airlines, as applicable. The integrated Company seniority list is attached as Exhibit 1.

3. For the purposes of “Classification seniority,” as used in Article 9(A) of the AMFA CBA, the lists shall be integrated as follows:
 - a. **Aircraft Technicians:** Aircraft technicians employed by Alaska Airlines and by Virgin Airlines, respectively, shall be integrated into a single classification seniority list based on their respective dates of entering into the classification. The integrated Aircraft Technician Seniority List is attached as Exhibit 2.
 - b. **Lead Aircraft Technicians:** Lead aircraft technicians employed by Alaska Airlines and by Virgin Airlines, respectively, shall be integrated into a single classification seniority list based on their respective dates of entering into the classification. The integrated Lead Aircraft Technician Seniority List is attached as Exhibit 3.
 - c. **Aircraft Tech Trainers:** OJT Aircraft Technicians employed by Alaska Airlines and on-the-job trainers employed by Virgin Airlines shall be integrated into a single classification seniority list as indicated in Exhibit 4, attached.
4. For the sole purpose of seniority integration, if one or more pre-merger Virgin employees and one or more pre-merger Alaska employees in the same classification have the same classification date and same Company seniority date (“seniority tie”) such employees will be placed on the integrated list in order based on chronological age (date of birth). This process will not apply to a seniority tie that exists solely within either the Alaska or Virgin pre-merger seniority lists. In such situations, the respective pre-merger seniority rankings will control.
5. Alaska Airlines and AMFA will post the integrated seniority list and/or otherwise make the list available to all Technicians and related employees in accordance with Article 9(D) of the current Alaska Airlines-AMFA CBA within thirty (30) days following certification of AMFA by the National Mediation Board as the representative of the combined Technicians and related employees. Thereafter, all protests to the integrated list will be filed and processed in accordance with Article 9(D) of the Alaska Airlines-AMFA CBA.
6. No employee will be involuntarily displaced/“bumped” from their positions as a result of the integration. There shall be no systemwide realignment of technician and related group positions, or system rebid, resulting from the integration of the seniority lists that will result in any such displacement/“bump.”
7. This Agreement shall take effect upon membership ratification by the Mechanics and Related Employees of both Alaska Airlines and of Virgin Airlines, as set forth in Section IV of the parties’ October 13, 2017, Seniority Integration Process Agreement.

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

By: _____
Bret Oesterich, National Director

Date: _____

By: _____
Earl Clark, Region 1 Director

Date: _____

By: _____
Jason Munson, Local 14 ALR

Date: _____

By: _____
Mark Dahl, Local 32 ALR

Date: _____

VIRGIN AMERICA MERGER COMMITTEE

By: _____
Steve Vintch

Date: _____

By: _____
Lonny McGrew

Date: _____

By: _____
Sukhvirpal Sangha

Date: _____

By: _____
Tony Gibson

Date: _____