

**MEMORANDUM OF UNDERSTANDING**  
between  
**ALASKA AIRLINES, INC.,**  
and the  
**THE FLIGHT ATTENDANTS**  
in the service of  
**ALASKA AIRLINES, INC.,**  
as represented by the  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**Excessive Time Clearing Customs at Tom Bradley International Terminal**

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THIS MEMORANDUM OF UNDERSTANDING is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and between ALASKA AIRLINES, INC. (the "Company") and the Flight Attendants in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (the "Association").

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties in this memorandum of understanding that, in consideration of the excessive amount of time required to clear Immigration and Customs Enforcement (ICE) at the Tom Bradley International Terminal (TBIT) of the Los Angeles International Airport (LAX) due to lack of availability of ICE at Terminal 6, a Flight Attendant will be compensated fifteen dollars (\$15.00) each time s/he is required to clear ICE at TBIT, subject to following conditions:

- S/he is being released into domicile or remain over night (RON) rest at LAX immediately following an international flight, and
- Transit time through ICE is greater than sixty (60) minutes as measured from block-in of the aircraft.

This agreement will remain in effect until rescinded by either party with no less than thirty days' written notice.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 21<sup>st</sup> day of December, 2012.

FOR:  
ALASKA AIRLINES, INC.

  
Andy Schneider, Vice President Inflight Services

FOR:  
ASSOCIATION OF FLIGHT ATTENDANTS-  
CWA, AFL-CIO.

  
Jeffrey Peterson, MEC President

  
Elizabeth Ryan, Managing Director Labor-Air

  
Sunae Park, Director of Inflight Resource