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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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ZIKA

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12 This Letter of Agreement (LOA) is made between Alaska Airlines, Inc. ("Company") and
13 the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the
14 Association of Flight Attendants-CWA, AFL-CIO ("Association").
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16 WHEREAS, the Company and the Association (collectively "the parties") recognize the
17 serious nature of the Zika virus and its detrimental effect on unborn children worldwide;
18 and
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20 WHEREAS, the parties desire to protect the health and safety of Flight Attendants and
21 minimize the potential for Zika related birth defects in their offspring;
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23 Now THEREFORE, the parties agree to the following provisions for all Flight Attendants
24 who are pregnant, attempting to become pregnant or whose partner is attempting to
25 become pregnant:
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27 **1. NOTIFICATION REQUIREMENTS**

- 28
29 a. A Flight Attendant who is pregnant, attempting to become pregnant or
30 whose partner is attempting to become pregnant will be required to
31 contact Crew Scheduling to have a flag placed on her/his scheduling
32 profile to indicate s/he is avoiding "Zika affected areas" defined in
33 Paragraph 2 [Zika Affected Areas] below. The flag will alert the Crew
34 Schedulers that the "No International Rule" will apply. The "flagged"
35 Flight Attendant is ineligible to be assigned international flying (including
36 Canada).
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38 b. A Flight Attendant who is no longer pregnant, attempting to become
39 pregnant or whose partner is no longer attempting to become pregnant
40 will be required to contact Crew Scheduling to have the flag removed
41 from her/his scheduling profile as soon as possible once the Flight
42 Attendant becomes aware of her/his change in status. Failure to do so
43 could result in progressive discipline.
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45 **2. ZIKA AFFECTED AREAS**

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47 For the purposes of this Agreement, "Zika affected areas" are collectively defined
48 as any foreign or domestic geographic location covered by a Zika-related travel
49 notice/advisory/recommendation on the Centers for Disease Control and
50 Prevention (CDC) website (<http://www.cdc.gov>).
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52 3. LINEHOLDER BIDDING REQUIREMENTS

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54 In order to remain eligible for the provisions of this LOA, a Lineholder is required
55 to set Preferential Bidding System (PBS) preferences to avoid all known Zika
56 affected areas served by Alaska Airlines as declared by the CDC once s/he has
57 notified the Company s/he is avoiding such areas pursuant to Paragraph 1.a
58 [Notification Requirements] above. The Flight Attendant may not elect to avoid
59 only some Zika affected areas. Failure to do so may invalidate her/his eligibility
60 for schedule adjustments pursuant to Paragraph 4 [Lineholder Scheduling] for
61 that bid month.
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63 4. RESERVE

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65 No action is required for Reserve Flight Attendants other than notification
66 pursuant to Paragraph 1.a [Notification Requirements] above. Crew Scheduling
67 will avoid assigning a Reserve with a flag on her/his scheduling profile to
68 sequences that are scheduled to operate in a Zika affected area if s/he is eligible
69 to avoid such areas pursuant to this Agreement.
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71 5. LINEHOLDER SCHEDULING

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73 If a Lineholder who has met the notification and bidding requirements of this
74 Agreement is awarded a sequence to a Zika affected area, the Lineholder may
75 trade away the sequence, or s/he may contact Crew Scheduling no later than
76 forty eight hours (48:00) prior to the start of her/his sequence to have her/his
77 schedule adjusted to avoid such area(s).
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- 79 a. Once the Lineholder contacts Crew Scheduling for the schedule
80 adjustment, her/his sequence will be dropped and replaced by a
81 scheduled duty obligation pursuant to the provisions of CBA §10.S [Pre-
82 Cancellations].
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- 84 b. CBA §10.S will be utilized to provide an alternate assignment(s) with the
85 following exceptions:
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 - 87 i. Any alternate assignment(s) must not be scheduled to operate in
88 a Zika affected area.
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 - 90 ii. The Lineholder may not waive pay protection and be relieved of
91 further scheduling obligation pursuant to §10.S.2.b, §10.S.3.a and
92 §10.S.4.
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94 6. SUSPECTED ABUSE

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The Company reserves the right to request certification from a doctor in order to substantiate that the Flight Attendant is pregnant, attempting to become pregnant or her/his partner is attempting to become pregnant.

7. OPERATIONAL IRREGULARITIES BEYOND THE COMPANY'S CONTROL

The Company will make every best effort to adhere to the provisions of this Agreement. However, the parties acknowledge that operational irregularities beyond the Company's control (e.g. unscheduled diversions) may make it impractical for the Company to avoid sending such Flight Attendants to Zika affected areas in every circumstance.

This agreement will remain in effect except that either party may terminate the agreement with a minimum of two full bid months written notice.

This agreement is without prejudice or precedent. This circumstances described herein cannot be used by either party in any other forum. All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 23rd day of March 2017.

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

FOR:
ALASKA AIRLINES, INC.

/s/ Jeffrey Peterson
Jeffrey Peterson
Alaska MEC President

/s/ Andy Schneider
Andy Schneider
Vice President, Inflight Services

/s/ Elizabeth Ryan
Elizabeth Ryan
Managing Director, Labor Relations