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**MEMORANDUM OF UNDERSTANDING
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS AT ALASKA AIRLINES**

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**§21.M.3 & §24.A – PICKED UP FLYING ABOVE PAY PROTECTION/JURY
DUTY**

13 This Memorandum of Understanding (MOU) is made between Alaska Airlines, Inc. ("Company")
14 and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association
15 of Flight Attendants-CWA, AFL-CIO ("Association").

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17 WHEREAS, the Company and the Association (collectively "the parties") desire to clarify the intent
18 of Collective Bargaining Agreement (CBA) §21.M.3 [Compensation: Pay Protection...]

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20 *A Flight Attendant may pick up additional flying on a day in which s/he is pay protected and will*
21 *receive both pay protection and the value of the additional scheduling obligation; however, sick*
22 *leave will not be paid on such picked up flying not flown on any day(s) in which s/he is already*
23 *receiving pay protection (Section 16.D. [Sick Leave Pay...]); and*

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25 WHEREAS, the parties affirm the ability for Flight Attendants to pick up additional flying above
26 pay protection related to jury duty outlined in CBA §24.A [General & Miscellaneous: Jury Duty];

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28 Now THEREFORE, the parties agree to interpret practice as if CBA §21.M.3 [Compensation: Pay
29 Protection...] and §24.A [General & Miscellaneous: Jury Duty] read as follows:

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31 §21.M.3

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33 *A Flight Attendant may pick up additional flying on a day in which s/he is pay protected and will*
34 *receive both pay protection and the value of the additional scheduling obligation; however, sick*
35 *leave will not be paid on such picked up flying not flown on any day(s) in which s/he is already*
36 *receiving pay protection (Section 16.D. [Sick Leave Pay...]). A Flight Attendant may pick up*
37 *additional flying on a day in which s/he is receiving pay protection for jury duty pursuant to §24.A*
38 *[Jury Duty] as long as s/he has satisfied all other notification requirements and scheduling*
39 *obligations set forth in that section.*

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41 §24.A:

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43 *The Company should be notified by a Flight Attendant of any impending jury duty or subpoenaed*
44 *to appear as a witness or deponent in any proceeding arising out of or connected with her/his*
45 *employment as soon as possible. For the purposes of this section, any provisions referring to jury*
46 *duty will also apply to situations in which a Flight Attendant is subpoenaed to appear as a witness*
47 *or deponent in any proceeding arising out of or connected with her/his employment. For job*
48 *related court appearance compensation, see Section 24.F. [Job Related Court Appearance...],*
49 *below. If the Flight Attendant does serve on jury duty, s/he will be paid the TFP actually scheduled*
50 *and missed. The Flight Attendant will furnish written proof of the time served on jury duty. A Flight*
51 *Attendant may pick up additional flying on a day in which s/he is receiving pay protection for jury*

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duty pursuant to §21.M.3 [Pay Protection...] as long as s/he has satisfied all other notification requirements and scheduling obligations set forth in this section.

The interpretive contractual language set forth in this MOU will be incorporated at the earliest opportunity into the next CBA revision or successor Agreement unless the parties mutually agree otherwise.

All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 8th day of February 2017.

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

FOR:
ALASKA AIRLINES, INC.

/s/ Jeffrey Peterson _____
Jeffrey Peterson
MEC President

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