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MEMORANDUM OF UNDERSTANDING
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

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ELIGIBILITY REQUIREMENT FOR GROUP HEALTH CARE BENEFITS WHILE RECEIVING
LONG TERM DISABILITY AND FOLLOWING SEPARATION FROM THE COMPANY

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

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17 WHEREAS, the Company and the Association desire to clarify that a Flight Attendant formerly
18 employed by the Company may be eligible for group health care benefits following separation from the
19 Company and while receiving Long Term Disability (LTD) benefit pursuant to CBA §23.C.6.a
20 [Insurance Benefits: Long Term Disability];

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22 NOW, THEREFORE, the parties agree that any Flight Attendant who meets all LTD eligibility
23 requirements, per the collective-bargaining agreement and plan policy, is eligible to receive group
24 health care benefits pursuant to CBA §23.C.6.a following separation from the Company, provided s/he
25 has met all of the following conditions:

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- 27 1. Her/his qualifying event takes place while s/he is employed;
 - 28 2. S/he has maintained continuous group health care coverage at active-employee rates at the
29 time of separation from the Company;
 - 30 3. S/he has maintained continuous group health care coverage at active-employee rates until the
31 commencement of the LTD benefit, even if such commencement occurs following separation
32 from the Company; and
 - 33 4. S/he continues to pay active-employee rates for the duration of the group health care benefit.
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38 For the purposes of this Memorandum of Understanding, group health care coverage under COBRA is
39 not considered active-employee rates.

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

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43 IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on this
44 8th day of March 2017.

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46 FOR:
47 ALASKA AIRLINES, INC.

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

51 /s/ Elizabeth Ryan _____
52 Elizabeth Ryan
53 Managing Director, Labor Relations

54 /s/ Jeffrey Peterson _____
55 Jeffrey Peterson
56 Alaska MEC President