

SIDE LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.,

and the

THE FLIGHT ATTENDANTS

in the service of

ALASKA AIRLINES, INC.,

as represented by the

THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

FLIGHT ATTENDANT CHECK-IN APP AND ELIMINATION OF SCANNERS

WHEREAS Alaska Airlines ("Company") and the Flight Attendants in the service of the Company as represented by the Association of Flight Attendants-CWA ("Association") desire to make checking in for sequences and airport standby assignments more efficient and convenient; and

WHEREAS Flight Attendants may now check in via an app on their Inflight Mobile Device (IMD);

NOW, THEREFORE, the parties agree as follows:

1. Effective January 31, 2017, Flight Attendants must use the Company-designated check-in app on their Global Positioning System (GPS) enabled IMD to "scan in" for their sequence or airport standby assignment. At the time of "scan-in," the GPS location feature must be enabled on the IMD, and the Flight Attendant must be in the approved geographical area of the domicile from which the sequence departs or the airport standby assignment commences. The approved geographical area for each domicile will include no less than the entire footprint of every concourse and adjacent main terminal area (e.g. ticket counter, baggage claim, et cetera) out of which Alaska Airlines operates.
2. For the purposes of this Sideletter, any conjugation or variation of "scan in" (e.g. scanning in, scan-in, scans in, etc.) will mean the act of checking in via the Company-designated check-in application or by calling Crew Scheduling following an unsuccessful attempt to check in via the Company-designated check-in application.
3. If the Flight Attendant unsuccessfully attempts to scan in while s/he is in the approved geographical area, s/he may call Crew Scheduling to be checked in; Crew Scheduling will check in the Flight Attendant and report the error to management. Such event will be recorded as an "Inability to Remotely Scan In." There will be no attendance points assessed under Section 32 [Attendance Policy] of the parties' collective-bargaining agreement for an Inability to Remotely Scan In as long as the Flight Attendant calls Crew Scheduling on or before her/his check-in time.
4. Scanners will be retired effective January 31, 2017.
5. The parties' collective-bargaining agreement is amended to read:

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Section 5 - Definitions

Scan in (or any conjugation or variation of, "scan in," e.g., scanning in, scan-in, scans in, etc.): The act of checking in for a sequence or an Airport Standby assignment using one of the following methods: via the Company designated check-in application on the Company-provided Inflight Mobile Device (IMD), by calling Crew Scheduling following an unsuccessful attempt to check in via the Company designated check-in application.

Section 8 - Hours of Service

D. CHECK-IN AND DEBRIEF

An on duty period will commence at the time a Flight Attendant is required to report for duty or the actual reporting time, whichever is later, or by mutual agreement between the Flight Attendant and Crew Scheduling. Initial report time at the Sequence Home Domicile // will be one (1) hour prior to scheduled departure and at out-stations forty-five minutes (:45) prior to scheduled departures....

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4. A Flight Attendant will report for duty for her/his initial duty period using the Company-designated check-in application on her/his Global Positioning System (GPS) enabled Inflight Mobile Device (IMD) to scan in. Scanning in requires the GPS location feature on her/his IMD to be enabled at the time of scan-in, and s/he must be physically located in the approved geographical area of the domicile from which the sequence or airport standby assignment commences. The approved geographical area for each domicile will include no less than the entire footprint of every concourse and adjacent main terminal area (e.g. ticket counter, baggage claim, et cetera) out of which Alaska Airlines operates.
5. If the Flight Attendant unsuccessfully attempts to scan in while s/he is physically located in the approved geographical area referenced in the preceding paragraph, s/he may call Crew Scheduling to be checked in; Crew Scheduling will check in the Flight Attendant and report the error to Inflight Management. It will be recorded as an "Inability to Remotely Scan In" pursuant to Section 32.C. [Attendance Policy Definitions].

Section 24 - General & Miscellaneous

L. COMPANY PROVIDED INFLIGHT MOBILE DEVICE (IMD)

1. The Company will provide, at no cost to the Flight Attendant, each Flight Attendant with an Inflight Mobile Device (IMD) (e.g. cellular phone, tablet or successor device) to be used to scan in for her/his sequence or Airport Standby assignment. The Company may require a Flight Attendant to use the IMD for additional tasks in accordance with Company policy, provided such tasks are in compliance with the provisions of this Agreement.
2. If the check in application referenced in the preceding paragraph is relocated to a device other than the IMD or a successor IMD, then it must be to a mutually agreed successor device and successor system.

- 103 3. An Information Technology (IT) Review Process will be handled through the
104 Alternative Dispute Resolution meeting. The ADR committee members will review all
105 claims brought forward by a Flight Attendant. If the parties determine that IT
106 support was provided by a Flight Attendant over and above reasonable maintenance
107 of the IMD and related Company-required applications, the Flight Attendant will be
108 compensated one (1.0) TFP; additional compensation must be at the mutual
109 agreement of the parties as determined on a case-by-case basis. The committee will
110 meet at a minimum on a monthly basis in conjunction with a scheduled ADR meeting
111 if there are claims that need adjudicating. If the parties disagree regarding
112 "reasonable maintenance," the Association reserves the right to resolve the dispute
113 pursuant to Section 19 [Grievance Procedures] and all related provisions of this
114 Agreement.
- 116 4. The Company will provide sufficient training for the use of the IMD and related
117 Company-required applications, including any subsequent add-on/upgrades,
118 software modification and equipment changes. Such training will be administered
119 and compensated in accordance with Section 30 [Training] and all related provisions
120 of this Agreement.

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122 Section 28 - Domiciles

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124 I. COMPANY PROVIDED COMPUTERS AND PRINTERS AND SCANNERS AT DOMICILE(S)

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126 The Company will provide at least fifteen (15) computers in Seattle, two (2) in
127 Anchorage, two (2) in Portland, two (2) in Los Angeles, two (2) in Orange County,
128 one (1) in Ontario and two (2) in San Diego. In addition, the Company may review
129 providing computer terminal access at outlying stations. The Company will also
130 provide four (4) printers in Seattle and one (1) in all other domiciles and co-
131 terminals. The Company will provide a minimum of two (2) computers and one (1)
132 printer at each newly opened Flight Attendant domicile. ~~A Flight Attendant will have~~
133 ~~one (1) location to scan in outside of security and one (1) location post security~~
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135 Section 32 - Attendance Policy

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137 C. Attendance Policy Definitions

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139 16. Late Arrival to an Aircraft

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141 A Flight Attendant is required to be at the aircraft forty-five minutes (:45)
142 prior to departure (Section 8.D.1. [Check-in and Debrief]). When a Flight
143 Attendant arrives late to an aircraft, s/he will not be assessed any attendance
144 points under Section 32. Late arrival to an aircraft will be considered a
145 performance issue and handled under the Company's progressive discipline
146 policy. If a Flight Attendant receives a "Late Arrival to An Aircraft" and an
147 "Inability to Remotely Scan In" during the same duty period it will be
148 considered one event for the purpose of progressive discipline.

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150 17. Inability to Remotely Scan In

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152 When a Flight Attendant unsuccessfully attempts to scan in using the
153 Company designated check-in application on the Company provided Inflight
154 Mobile Device (IMD) while s/he is in the approved geographical area of the
155 domicile from which the sequence departs or the airport standby assignment

156 commences, s/he will call Crew Scheduling to be checked in. Crew
157 Scheduling will check in the Flight Attendant and report the error to Inflight
158 Management as an Inability to Remotely Scan In. No location verification is
159 required in order to be scanned in by Crew Scheduling. Such event will be
160 considered a performance issue and handled under the Company's
161 progressive discipline policy only in the case of three or more instances of an
162 Inability to Remotely Scan In within a bid month. However, any instance of
163 an Inability to Remotely Scan In that is due to circumstances beyond the
164 Flight Attendant's control, such as but not limited to a malfunctioning
165 application or IMD, or atmospheric conditions causing interference with the
166 IMD or GPS location function, will not be considered for the purpose of
167 progressive discipline. If a Flight Attendant receives an "Inability to Remotely
168 Scan In" and a "Late Arrival to An Aircraft" during the same duty period it will
169 be considered one event for the purpose of progressive discipline.
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171 E. CONTROL PROCEDURE:

172 Absences as described above will be recorded in the following manner:
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175 Occurrences	175 Points Assigned	175 Reference
176 <u>Failure to Scan In</u>	176 0 (performance issue)	176 C.17.

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178 All other provisions of the collective-bargaining agreement remain in full force and effect.
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180 IN WITNESS WHEREOF, the parties hereto have signed this Sideletter of Agreement this 25th
181 day of January 2017.
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183 FOR:
184 ASSOCIATION OF FLIGHT
185 ATTENDANTS-CWA, AFL-CIO
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FOR:
ALASKA AIRLINES, INC.

188 /s/ Sara Nelson
189 Sara Nelson
190 International President
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/s/ Andy Schneider
Andy Schneider
Vice President, Inflight Services

193 /s/ Jeffrey Peterson
194 Jeffrey Peterson
195 President, Master Executive Council
196
197

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

198 /s/ Kimberley Chaput
199 Kimberley Chaput
200 Senior Staff Attorney