

**LETTER OF AGREEMENT  
BY AND BETWEEN  
ASSOCIATION OF FLIGHT ATTENDANTS/CWA  
And  
ALASKA AIRLINES, INC.**

**ASAP and Discipline**

This agreement is made and entered into accordance with the provisions of the Railway Labor Act, as amended, by and between Alaska Airlines, Inc. (hereinafter referred to as the "Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA (hereinafter referred to as the "Association").

Flight Attendants participating in the ASAP program, whether reporting or non-reporting as defined in the ASAP Memorandum of Understanding, will not be subject to discipline. Neither the written ASAP report nor the content of the written ASAP report will be used to initiate or support any company disciplinary action.

A closed ASAP case for which no action has been taken, may be reopened and appropriate enforcement action taken by the ERC if evidence later is discovered which establishes that the violation should have been excluded from the program. In that event, any company initiated disciplinary action will meet the time limitations in Section 19 C. 1. of the current collective bargaining agreement.

Violations of Federal or State law not covered under ASAP are exempt from this agreement.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA



Renee Elson  
Acting MEC President

7-13-06

Date



Patricia Friend  
International President

7-25-06

Date

ALASKA AIRLINES:



Jeff Butler  
Managing Director, Inflight

7-8-06

Date