

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

Distribution of Inflight Mobile Devices

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

WHEREAS the Company is replacing the current Point of Sale Device with the iPhone 6 Plus as the new Inflight Mobile Device; and

WHEREAS the Company and the Association ("the parties") recognize that each flight attendant must receive her/his iPhone 6 Plus in a reasonably timely manner,


THEREFORE the parties agree as follows:

1. A flight attendant who has scheduled flying or airport standby during a period of no less than twenty one (21) scheduled pick up days in her/his domicile between March 9, 2015, and April 24, 2015, must pick up her/his iPhone 6 Plus between those dates. The flight attendant may pick up the iPhone 6 Plus either on or off duty.
2. A flight attendant who does not have scheduled flying or airport standby during the period described in paragraph 1, above, must make arrangements with her/his Inflight supervisor to receive her/his iPhone 6 Plus at a mutually agreed-upon time and place.
3. The Company will provide staff in the sequence check-in facility for each flight attendant domicile and co-terminal to distribute the iPhone 6 Plus.
4. If a Los Angeles-based flight attendant wishes to pick up her/his iPhone 6 Plus in a co-terminal, s/he must pre-arrange to do so through a sign-up portal agreed to by the parties. Devices will be available for pick up at the co-terminals for no less than two (2) days in Burbank (BUR), two (2) days in Ontario (ONT) and five (5) days in Orange County (SNA). Each session will be no less than six hours and targeted around scheduled crew check-in times.

5. A flight attendant will be paid and credited one-half (0.5) TFP for picking up the iPhone 6 Plus. "Early adopters" who have already received the iPhone 6 Plus will likewise be paid and credited one-half (0.5) TFP. The pay will be reflected in the flight attendant's next adjustment check associated with the date of device pick up.
6. The parties agree that simply picking up or otherwise receiving the iPhone 6 Plus does not constitute training on the device. Such training will occur at a later date.
7. Flight Attendants will not be disciplined for failure to pick up the iPhone 6 Plus.
8. This agreement is without prejudice or precedent to either party. It is expressly intended to apply only to the initial distribution of the iPhone 6 Plus.

Dated this 5th day of March, 2015

FOR THE ASSOCIATION:



Jeffrey Peterson
AFA Alaska MEC President

FOR ALASKA AIRLINES:



Elizabeth Ryan
Managing Director, Labor Relations