

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

Night Rule Waiver and Amended Reserve Order of Assignment for the Los Angeles Domicile for LAX-GDL and/or LAX-MEX Two- and/or Three-Day Sequences with Two Duty Periods

This Letter of Agreement is made 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").

The Company and the Association agree to the following provisions in order to improve the quality of life for the Los Angeles domicile Flight Attendants and to improve operational reliability under the following terms and conditions:

1. The Night Rule (Section 8.I.1. [Night Rule]) hourly restrictions of not being required to remain on duty beyond 8:30 AM initial departure station time of that duty period if a Flight Attendant is on duty at 4:29 AM local time is waived for LAX-GDL and/or LAX-MEX "all-nighter" flights when built out of the Los Angeles domicile into two-day (2-day) and/or three-day (3-day) sequences that contain two (2) duty periods and a single remain over night (RON) at base and such sequences cannot contain more than two (2) scheduled flights per duty period.
2. If, while a Flight Attendant is on a sequence matching the parameters set forth in paragraph 1, above, s/he is projected to be or actually is on duty at 4:29 AM local time and her/his duty day is projected to exceed ten hours and thirty minutes (10:30) and s/he is at domicile, s/he may elect to not depart the domicile without loss of pay. However, the Flight Attendant may elect to remain on such sequence and s/he will be compensated the greater of two times (2.0x) the trip rate for the affected duty period or the pay under 8.F. [Over-Duty Pay] or 8.G. [Fourteen Hour (14:00) Duty...].
3. Any Flight Attendant who flew a sequence built under the provisions of paragraph 1, on or after May 1, 2015, and was required to remain on duty over ten hours and thirty minutes (10:30) will be eligible for make whole pay of two times (2.0x) the trip rate or pay under 8.F [Over-Duty Pay] or 8.G [Fourteen Hour (14:00) Duty...] for the affected duty period, as applicable.
4. The Company will build as many sequences matching the parameters set forth in paragraph 1, above; some single duty period sequences (i.e. turns) may remain if the Company cannot build all matching flights into sequences pursuant to paragraph 1, above.


IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement on this 23rd day of July 2015.

FOR:
ALASKA AIRLINES, INC

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


Elizabeth Ryan
Managing Director, Labor Relations


Jeffrey Peterson
MEC President


Kieran Whitney
Director, Inflight Crew Scheduling


Chad Koehnke
Director, Crew Strategy & Administration