

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

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USE OF THE RESERVE LOW TIME FIRST ASSIGNED (LTFA) LISTS BY CREW SCHEDULING

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This 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").

WHEREAS, reserve assignment preferences for the low time position lists aka the Low Time First Assigned (LTFA) lists may be updated by the Reserves in real-time ("live") except between the hours of 1400 and 1800 Pacific Time (PT) daily;

WHEREAS, Crew Scheduling has historically used a static LTFA list to determine the order of reserve assignments; and

WHEREAS, the Company and the Association wish to improve the quality of life for Reserves by increasing the frequency of how often Crew Scheduling pulls the LTFA lists;

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties in this letter of agreement regarding reserve order of assignment from the LTFA lists:

1. The LTFA lists will be pulled daily by Crew Scheduling beginning at approximately 0500 Pacific Time (PT) and will be updated a minimum of three (3) times per day. The lists will be pulled at approximately 0500, 1400 and 2200 PT but no earlier than the aforementioned times. These lists will be used to assign reserves to open trips and airport standby for that same day.
2. Crew Scheduling will begin assigning reserves to open trips and airport standby for the following day starting at approximately 1400 PT each day but no earlier than such time. Crew Scheduling will use the live LTFA lists all through the current day for reserve assignments for the following day.

The provisions contained in this letter of agreement will go into effect no later than August 1, 2015.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement on the 30<sup>th</sup> day of July 2015.

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

  
Jeffrey Peterson  
President, Master Executive Council

FOR:  
ALASKA AIRLINES, INC.

  
Elizabeth Ryan  
Managing Director, Labor Relations

  
Kieran Whitney  
Director, Inflight Crew Scheduling