


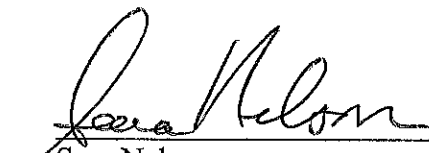
## **TWU/AFA Seniority Integration Protocol**

The Transport Workers Union ("TWU") and Association of Flight Attendants-CWA ("AFA") acknowledge and agree that once the National Mediation Board finds that the Alaska Airlines - Virgin America merger has resulted in the creation of a single transportation system for purposes of representation under the Railway Labor Act, 45 U.S.C. §151 et seq., AFA as the exclusive bargaining representative for the post-merger Alaska Airlines Flight Attendants, will initiate its internal Union seniority merger integration policy and combine the respective Flight Attendant seniority lists into a single list, implemented once the post-merger Alaska Flight Attendants are covered under a single collective bargaining agreement. TWU and AFA further agree that AFA's seniority merger integration policy satisfies the statutory requirements of the McCaskill-Bond statute, 42 U.S.C. §42112, for integrating the respective Alaska Airlines and Virgin America Flight Attendant seniority lists, which includes equal representation from each pre-merger group.

Dated: August 18, 2016

AGREED:

  
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Harry Lombardo  
International President  
Transport Workers Union of America

  
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Sara Nelson  
International President  
Association of Flight Attendants-CWA