

**LETTER OF AGREEMENT**  
**between**  
**ALASKA AIRLINES, INC.,**  
**and the**  
**THE FLIGHT ATTENDANTS**  
**in the service of**  
**ALASKA AIRLINES, INC.,**  
**as represented by the**  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**CBA §30.E. [TRAINERS PERFORMING PROBATIONARY OBSERVATION FLIGHTS OR  
INITIAL OPERATING EXPERIENCES (IOEs)]**

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This agreement is made and entered into in 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 the Company, as represented by the Association of Flight Attendants, AFL-CIO ("the Association").

WHEREAS, the parties acknowledge the value of Flight Attendant Trainers performing Probationary Observation Flights and conducting Initial Operating Experiences (IOEs); and

WHEREAS, the parties do not want to convert Flight Attendant Trainers into supervisory or managerial employees; and

WHEREAS, the Company and the Association desire to create a workable system by which Flight Attendant Trainers may perform observation flights for probationary Flight Attendants and may conduct IOEs for trainees;

NOW, THEREFORE, the parties agree that Section 30.E. [Training: Probationary Observation Flights] of the 2014-2019 Collective Bargaining Agreement will be amended as follows (underlined text is new language and ~~strikeout~~ text is deleted language):

- E. TRAINERS PERFORMING PROBATIONARY OBSERVATION FLIGHTS AND INITIAL OPERATING EXPERIENCES (IOEs)
1. Probationary Observation Flights and Initial Operating Experiences (IOEs) will be performed by bargaining unit members or Flight Attendant qualified Inflight management. These bargaining unit members must have at least five (5) years of Flight Attendant seniority and be certified and listed in an Inflight manual as trainers. The Company will select sufficient trainers to form a pool of ~~observers~~ Probationary Observation Flight Trainers and a pool of Initial Operating Experience (IOE) Trainers. Trainers accepted into the pool for Probationary Observation Flights will automatically be accepted into the pool of Trainers qualified to conduct an IOE. If the Company receives insufficient applications to form an adequate pool for Probationary Observation Flights or for IOEs, the Manager of Inflight Training, or her/his designee, and the AFA MEC President will determine alternative minimum qualifications. Once in the either pool, a Trainer may be removed by the Company only with cause, but s/he can remove her/himself at any time.
  2. No Trainer will be required to perform Probationary Observation Flights or to conduct IOEs.

3. The ~~probationary-observer certifying~~ Flight Attendant Trainer will fill out a the appropriate checklist regarding the Probationary Observation Flight or IOE. Using the checklist, s/he will determine whether the probationary Flight Attendant or trainee successfully performed the flight(s). ~~If not, The probationary-observer certifying~~ Flight Attendant Trainer will refer the probationary Flight Attendant or trainee to her/his a supervisor if s/he ~~the probationary Flight Attendant or trainee misses the stated number of items on the checklist~~ does not complete the minimum requirements associated with ~~successfully passing the Probationary Observation Flight or IOE, as appropriate.~~ A ~~bargaining-unit-observer certifying~~ Flight Attendant Trainer has no authority to remove a probationary Flight Attendant or trainee from service. If a probationary Flight Attendant is removed from a flight(s) by Inflight management, the ~~probationary-observer certifying~~ Flight Attendant Trainer will ~~may~~ complete the flight(s) as part of the FAA-required minimum crew until s/he reaches a domicile where s/he may be replaced. S/he will be paid one and one-half times (1.5x) the trip value for all such flights. Inflight management employees will ~~may~~ not replace a probationary Flight Attendant except to prevent a cancellation pursuant to Section 3.D.2. [Scope].
4. A ~~probationary-observer certifying~~ Flight Attendant Trainer will receive the TFP value of the flying plus one (1.0) TFP for the preparation and administrative work associated with each Probationary Observation Flight or IOE, as appropriate.
- a. If the ~~probationary-observer certifying~~ Flight Attendant Trainer ~~observes~~ conducts more than one (1) Probationary Observation Flight ~~Attendant~~ or IOE during the flight/trip, s/he will receive one (1.0) TFP for preparation and administrative work for each probationary Flight Attendant or trainee s/he observes.
  - b. In no event will s/he receive less than a five (5.0) TFP minimum in addition to one (1.0) TFP for preparation and administration.
  - c. Probationary/Trainee Unavailability
    1. If the ~~probationary-observer certifying~~ Flight Attendant Trainer goes to the airport and is unable to conduct the Probationary Observation Flight or IOE, s/he will be paid three (3.0) TFP in addition to the one (1.0) TFP for the preparation and administrative work.
    2. If the ~~probationary-observer certifying~~ Flight Attendant Trainer flies to an outstation to meet a probationary flight, and the probationary Flight Attendant is not available, the ~~probationary-observer certifying~~ Flight Attendant Trainer will receive the TFP value of the deadhead leg(s) to and from the departure domicile in addition to the one (1.0) TFP for the preparation and administrative work.
  - d. The ~~probationary-observer certifying~~ Flight Attendant Trainer conducting a Probationary Observation Flight or IOE will receive "A" pay and the override provided for in Section 27.P.1.g and 27.P.1.h. [Company Business...] in lieu of per diem.
  - e. If the Probationary Observation or IOE flight/trip is scheduled or rescheduled into an overnight, the ~~probationary-observer certifying~~ Flight Attendant Trainer will receive local transportation and hotel accommodations pursuant to Section 34 [Hotels]. If the RON is unscheduled, s/he will receive any additional compensation that would be due a Flight Attendant under these circumstances.


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- f. Duty and rest limitations will be consistent with the CBA and CFRs.
- 5. The ~~probationary observer~~ certifying Flight Attendant Trainer performing the Probationary Observation Flight or IOE will not be considered as part of the FAA-required minimum crew, except as provided in E.3., above.
- 6. The ~~probationary observer~~ certifying Flight Attendant Trainer will not wear the Flight Attendant uniform when conducting Probationary Observation Flight(s) or IOEs.
- 7. ~~Probationary observer~~ Certifying Flight Attendant Trainers will be booked non-bumpable positive space (currently B3) but may choose to sit in the Flight Attendant jumpseat when conducting business associated with this section.
- 8. The Company may determine that operational needs require that one (1) or more certifying Flight Attendant Trainers be placed on no-bid status for a bid month for the purposes of conducting Probationary Observation Flights.
  - a. The Company will determine the minimum number of Probationary Observation Flights that the ~~probationary observer~~ certifying Flight Attendant Trainer must conduct during the month.
  - b. The ~~probationary observer~~ certifying Flight Attendant Trainer may pick up other flying during the month pursuant to Section 12 [Exchange of Sequences].
- 9. Assignment of Probationary Observation Flights and/or IOEs and selection for placing a trainer on no-bid status will be offered in ~~domestic~~ system seniority order to those included in the ~~observation~~ appropriate pool.
- 10. No single-source discipline may result from the certifying Flight Attendant Trainer's presence on the flight/sequence. Safety issues will be eligible for submission under the Aviation Safety Action Program (ASAP). If either party does not participate in the ASAP program, the Company and the Association will meet and agree to an equivalent alternative process.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 3<sup>rd</sup> day of May, 2016.

FOR:  
ALASKA AIRLINES, INC.

  
Andy Schneider  
Vice President, Inflight Services

  
Elizabeth Ryan  
Managing Director, Labor

  
Lisa McCarroll  
Manager, Inflight Training

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

  
Sara Nelson  
AFA International President

  
Jeffrey Peterson  
AFA Alaska MEC President

  
Kimberley Chaput  
AFA Senior Staff Attorney