

February 10, 2017

Andy Schneider
Alaska Airlines, Inc.
Inflight Administration
P.O. Box 68900
Seattle, WA 98168-0900

RE: Grievance No. 36-99-2-8-17
Violation of §29.A. Failure of Company to Include
All Eligible Earnings in Calculation of Performance
Based Pay (PBP)

Dear Andy:

Pursuant to the Agreement between Alaska Airlines, Inc. and the Flight Attendants in its service, I am requesting an investigation and hearing into the following issue:

The Company's violation of Collective Bargaining Agreement Section 29.A. [Profit Sharing and Retirement], past practice and all related sections of the Collective Bargaining Agreement when it failed, from December 2014 to present, to include all eligible earnings (as described in the Alaska Airlines, Inc. Profit Sharing Plan) in the PBP payout for Flight Attendants, including but not limited to: Longevity Premium (§21.C.) and Sit Pay (§21.T.).

Notwithstanding this grievance, AFA reserves all rights and remedies under the Railway Labor Act and reserves the right to amend this grievance at any time prior to its final resolution.

Please send copies of all notices and decisions to Stephanie.adams@afaalaska.org, MEC Grievances at 19019 International Blvd. #192, Seatac, WA 98188-5293 and to AFA-CWA Legal, 1 O'Hare Center, 6250 North River Suite 4020, Rosemont, Illinois, 60018.

Sincerely,

A handwritten signature in blue ink, appearing to read "Stephanie Adams", written over a horizontal line.

Stephanie Adams
MEC Grievance Chairperson

Cc: MEC
AFA Legal
Bonita Latozke, Labor Relations Specialist
Elizabeth Ryan, Managing Director, Labor Relations Specialist