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**LETTER OF AGREEMENT
between
VIRGIN AMERICA, INC.
and the
INFLIGHT TEAMMATES
in the service of
VIRGIN AMERICA, INC as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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ONE TIME INTERIM WAGE INCREASE

15 This Letter of Agreement (LOA) is made between Virgin America, Inc. ("Company") and the
16 Inflight Teammates (hereafter referred to as "Flight Attendants") in the service of Virgin
17 America, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO
18 ("Association").

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20 WHEREAS, the Company and the Association (collectively "the parties") recognize that it will
21 take time to complete a negotiated agreement to combine the Flight Attendant groups at Virgin
22 America and Alaska Airlines;

23
24 WHEREAS, both parties recognize that the Virgin America Flight Attendants are at or near the
25 bottom of the industry in wages and have not had a wage increase since 2014;

26
27 WHEREAS, both parties seek to establish wage rates that are consistent with the gap between
28 other Virgin America Flight Attendants and their Alaska Airlines counterparts by establishing
29 new interim wages rates for the Virgin America Flight Attendants until the Alaska CBA wage
30 rates apply;

31
32 Now THEREFORE, the parties agree to the following wage increases ranging from 8%-17%
33 based on step and creating the addition wage steps 11 - 13. This increase is effective January
34 1, 2017, for all Virgin America Flight Attendants. See wage rate table attached.

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36 InFlight Team Leads (ITLs) will be paid the additional 15% override (current Work Rules) of the
37 InFlight Teammate (ITM) base rates listed in this Agreement.

38
39 Agreed this 27th day of April, 2017.

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42 FOR:
43 ASSOCIATION OF FLIGHT
44 ATTENDANTS-CWA, AFL-CIO

45
46 /s/ Sara Nelson
47 Sara Nelson
48 International President

FOR:
VIRGIN AMERICA, INC.

/s/ Greg Mays
Greg Mays
Vice-President Labor Relations



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/s/ Jeffrey Peterson
Jeffrey Peterson
Alaska MEC President

/s/ Elizabeth Ryan
Elizabeth Ryan,
Managing Director, Labor Relations

/s/ Paula Mastrangelo
Paula Mastrangelo
AFA Senior Staff Negotiator

/s/ Valerie Jenkins
Valerie Jenkins
Director, Inflight Teammates



61 Wage table:

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Steps	Years of Service	Wage Rate (\$)
1	During 1st year of service	\$22.40
2	Upon 1 year anniversary	\$25.56
3	Upon 2 year anniversary	\$27.26
4	Upon 3 year anniversary	\$29.68
5	Upon 4 year anniversary	\$31.24
6	Upon 5 year anniversary	\$33.86
7	Upon 6 year anniversary	\$36.20
8	Upon 7 year anniversary	\$37.36
9	Upon 8 year anniversary	\$38.45
10	Upon 9 year anniversary	\$39.62
11	Upon 10 year anniversary	\$41.95
12	Upon 11 year anniversary	\$44.09
13	Upon 12 year anniversary	\$46.89

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