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

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**SUPPLEMENTAL REDUCTION IN FORCE PROTECTION**

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12 This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the  
13 Flight Attendants in the service of Alaska Airlines, Inc., as represented by the  
14 Association of Flight Attendants-CWA, AFL-CIO ("Association").

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16 WHEREAS, the Company is in the process of executing a merger with Virgin America,  
17 which requires a negotiated transition agreement and single Collective Bargaining  
18 Agreement (CBA) with the Association; and

19  
20 WHEREAS, the Company and the Association have negotiated a 2018-2021 Joint  
21 Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines  
22 merger negotiations; and

23  
24 NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-  
25 Virgin America Merger Agreement, this Letter of Agreement will be incorporated into the  
26 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA), and the  
27 following provisions will be in full force and effect:

- 28  
29 1. The Company agrees to not furlough any "legacy" Alaska Airlines or "legacy"  
30 Virgin America Flight Attendant through December 31, 2019.
- 31  
32 2. Alaska Airlines shall be excused from compliance with the furlough protection  
33 language above for the period of time that a circumstance beyond the  
34 Company's control causes such non-compliance.
- 35  
36 3. "Circumstance beyond the Company's control" is defined as a circumstance that  
37 causes the Company to significantly reduce or cancel service and may include a  
38 governmental agency requirement, an Act of God, an act of terrorism, a national  
39 emergency, revocations of the Company's operating certificate, grounding of a  
40 substantial number of the Company's aircraft, any work disruption or stoppage  
41 that prevents the Company from operating its planned schedule, reduction in  
42 flying operations because of the unavailability of an adequate fuel supply, or  
43 military action.
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46 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9<sup>th</sup>  
47 day of February 2018.

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49 FOR:  
50 ASSOCIATION OF FLIGHT  
51 ATTENDANTS-CWA, AFL-CIO

FOR:  
ALASKA AIRLINES, INC.

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53  
54 /s/ \_\_\_\_\_  
55 Jeffrey Peterson  
56 Master Executive Council President

54 /s/ \_\_\_\_\_  
55 Jeff Butler  
56 Vice President, Inflight & Call Center Svcs

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58  
59 /s/ \_\_\_\_\_  
60 Jennifer Wise MacColl  
61 Negotiating Committee Member

59 /s/ \_\_\_\_\_  
60 Greg Mays  
61 Vice President, Labor Relations

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63  
64 /s/ \_\_\_\_\_  
65 Jamie Cogen  
66 Negotiating Committee Member

64 /s/ \_\_\_\_\_  
65 Elizabeth Ryan  
66 Managing Director, Labor Relations

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68  
69 /s/ \_\_\_\_\_  
70 Lindsey Steele  
71 Negotiating Committee Member

69 /s/ \_\_\_\_\_  
70 Emily Kimmel  
71 Manager, Labor Relations

72  
73  
74 /s/ \_\_\_\_\_  
75 Paula Mastrangelo  
76 Senior Staff Negotiator