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

TRADING RECURRENT TRAINING TO EARLY OR GRACE MONTHS

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

WHEREAS, the Association and the Company desire to clarify intent and practice with regard to the ability of Flight Attendants to trade Recurrent Training into their respective Early months (one month prior to their respective Base months), Base months or Grace months (one month following their respective Base months);

NOW, THEREFORE, the parties agree to the following provisions to supplement Section 30 [Training] of the collective bargaining agreement:

- A. A Flight Attendant may trade into a Recurrent Training class on a day off during her/his Early, Base or Grace months, either by trading with another Flight Attendant or through available Recurrent Training classes in Open Time. Such trade will be allowed with another Flight Attendant as long as the trade results in the other Flight Attendant accepting a Recurrent Training class on a day off during her/his respective Early, Base or Grace month.
- B. Crew Scheduling will process trades in a Flight Attendant's Early or Grace month until Jeppesen Crew Tracking Enterprise (JCTE) is programmed to allow such trades.
- C. If a Flight Attendant trades into her/his Grace month and then fails to attend the Recurrent Training class, it is her/his responsibility to make a reasonable effort to become current prior to the end of her/his Grace month. No pay protection or credit will be provided for scheduling obligations that are dropped due to a Flight Attendant's lack of training currency if s/he has traded into her/his Grace month.
- D. The parties recognize that Flight Attendants who have December as their Base month do not have a Grace month.

All other provisions of the collective bargaining agreement remain in full force and effect.

47 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 8th
48 day of February 2018.

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50 FOR:
51 ALASKA AIRLINES, INC.

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

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55 /s/ _____
56 Jeff Butler
57 Vice President, Inflight & Call Centers

/s/ _____
Jeffrey Peterson
Alaska MEC President

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60 /s/ _____
61 Elizabeth Ryan
62 Managing Director, Labor-Air