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**SIDELETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and 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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§26.A MEMBERSHIP CONDITION OF EMPLOYMENT

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16 This Sideletter of Agreement is made and entered into in accordance with the provisions
17 of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached
18 by and between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the
19 service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-
20 CWA, AFL-CIO ("Association").

21
22 WHEREAS, Section 26 [Association Security] of the Agreement provides that Flight
23 Attendants shall be eligible to become an active member following completion of her/his
24 initial probationary period; and

25
26 WHEREAS, the Association's Constitution and Bylaws has been modified to provide that
27 a Flight Attendant shall be eligible to become an active member prior to the completion
28 of her/his initial probationary period;

29
30 NOW, THEREFORE, the parties to this Letter of Agreement hereby agree Section 26.A
31 [Association Security: Membership Condition of Employment] shall be modified to read:

32
33 Any Flight Attendant who, on the effective date of this Agreement, is eligible to
34 become a member of the Association, will do so as a condition of continued
35 employment with the Company. A Flight Attendant will become an Association
36 member ~~upon the completion of her/his initial probationary period (first one-~~
37 ~~hundred eighty (180) days of employment)~~ within sixty days following the
38 beginning of her/his employment or as provided for in the Association's
39 Constitution and Bylaws, whichever is later. For the purpose this Section, a Flight
40 Attendant will be considered a member of the Association if s/he tenders the
41 initiation fees and periodic dues uniformly required as a condition of
42 membership.

43
44 All other provisions of the collective-bargaining agreement remain in full force and
45 effect.
46

47 IN WITNESS WHEREOF, the parties hereto have signed this Sideletter of Agreement this
48 5th day of April 2017.

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

FOR:
ALASKA AIRLINES, INC.

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54
55 /s/ Sara Nelson
56 Sara Nelson
57 International President

/s/ Andy Schneider
Andy Schneider
Vice President, Inflight Services

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59
60 /s/ Jeffrey Peterson
61 Jeffrey Peterson
62 Master Executive Council President

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

63
64
65 /s/ Kimberley Chaput
66 Kimberley Chaput
67 Senior Staff Attorney