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

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VIRGIN AMERICA COMMUTER POLICY CLARIFICATION

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12 This Letter of Agreement is made between ALASKA AIRLINES, INC. ("Company") and
13 the FLIGHT ATTENDANTS IN THE SERVICE OF PRE-MERGER VIRGIN AMERICA, INC., AS
14 REPRESENTED BY THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
15 ("Association").

16
17 WHEREAS, the Company and the Association (collectively "the parties") desire to clarify
18 the intent of the Virgin America Flight Attendant Commuter Policy Letter of Agreement
19 (executed 9/14/2017) with regard to recovery option pay rules pursuant to D.4.a.iii
20 (bold for emphasis):

- 21
22
4. The following pay rules will apply:
- 23
- 24 a. For Lineholders, pay protection will not apply for the original missed pairing or non-flying assignment.
25 The Flight Attendant will be credited the greater of:
26 i. Actual replacement flying performed or replacement non-flying assignment;
27 ii. RRR credit pursuant to pay rules for Reserve RRR assignment; or
28 iii. **Three and one-half (3.5) hours per day, if not otherwise assigned to
pairing/non-pairing activity on that day**
 - 29 b. For Reserves, the COM code will be considered an unpaid absence for purposes of calculating the
30 reserve bid line guarantee. Reserves assigned under this Commuter Policy will be credited for any
31 replacement reserve assignment in accordance with normal reserve pay rules.

32 ; and

33
34 WHEREAS, AFA and the Company used the language of the "Get Going Policy" in the
35 2016 Tentative Agreement between Virgin America, Inc. and the Transport Workers
36 Union of America (TWU) as a template (related provision bold for emphasis):

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4. The following pay rules shall apply:
- 39
- 40 a. For Lineholders, pay protection will not apply for the original missed pairing or non-flying assignment.
41 The ITM will be credited for actual replacement flying performed or replacement non-flying
42 assignment. **Any SCR or LCR assigned to the Lineholder will be credited at 3.5 hours per day, if
43 not otherwise assigned to pairing/non-pairing activity on that day.** RRR credit will follow the pay
44 rules for Reserve RRR assignments.
 - 45 b. For Reserves, the COM code will be considered an unpaid absence for purposes of calculating the
46 reserve bid line guarantee. The ITM will be credited for any replacement reserve assignment in
47 accordance with normal reserve pay rules.

48 ; and

50 WHEREAS, AFA and the Company intended for the pay application of D.4.a.iii in the AFA
51 VX Commuter Policy to mirror the pay application of §30.D.4.a in the TWU "Get Going
52 Policy"; and

53
54 WHEREAS, Long Call Commuter (LCC) reserve is the recovery option in the AFA VX
55 Commuter Policy that mirrors the recovery option of SCR or LCR referenced in the
56 recovery option pay rules of §30.D.4.a in the TWU "Get Going Policy";

57
58 NOW THEREFORE, the parties agree paragraph D.4.a.iii [Recovery Options] of the AFA
59 VX Commuter Policy will be amended as follows:

- 60 i. Any LCC Reserve assigned to the Flight Attendant will be credited
61 at three and one-half (3.5) hours per day, if not otherwise
62 assigned to pairing/non-pairing activity on that day.

63 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 7th
64 day of February 2018.

65
66 FOR:
67 ASSOCIATION OF FLIGHT
68 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

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70
71 /s/ _____
72 Jeffrey Peterson
73 Alaska MEC President

70
71 /s/ _____
72 Elizabeth Ryan
73 Managing Director, Labor Relations