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

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**§10.Q LOW-BID OPTION**

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

WHEREAS, it is mutually agreed to and understood by and between the parties to this letter of agreement (LOA) that the intent of the Low Bid Option (LBO) program as stated in Section 10.Q of the Collective Bargaining Agreement is a commitment to address temporary overstaffing and is not intended to provide a tool by which Flight Attendants can begin the month with less undesirable flying and build up to a better line of time; and

WHEREAS, the parties previously entered into a Low-Bid Option LOA in 2008 to address the intent of the LBO program and such LOA requires updating to reflect current contract language;

NOW, THEREFORE, beginning with the LBO awards in February 2018 and thereafter, the following will apply:

1. A Flight Attendant awarded a LBO line of time will be expected to end the month with no more than ten (10.0) TFP credit over their original line value. This will include carry-in, and all pre-planned absences, such as vacation or leave of absence.
2. LBO Reserves will be measured from a forty-five (45.0) TFP (5.0 TFP/reserve day x 9 reserve days) line value. This will include carry-in, and all pre-planned absences, such as vacation or leave of absence.
3. Pay for Recurrent or any other training, time flown on picked up reserve days, premium pays or TFP resulting from irregular operations will be excluded from this limitation.
4. If a LBO line exceeds the above limitations, the Flight Attendant will not be allowed to hold a LBO for the next two (2) months that it is available. (The first penalty month will always be a bid month behind). For example, if a Flight Attendant violates the LBO in February, her/his penalty months will begin in April, provided LBO is offered in that month.
5. If a LBO Lineholder or Reserve finds her-/himself in an extenuating financial situation, s/he may appeal to the Manager of Crew Planning for an exemption from the above limitations. Exemption from these limitations shall be considered under an application similar to the "special circumstances" language in Section 32.J. of the Collective Bargaining Agreement.

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This Letter of Agreement will replace the 2008 Low-Bid Option LOA. All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 19<sup>th</sup> day of December 2017.

FOR:  
ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO  
  
\_\_\_\_\_  
/s/ Jeffrey Peterson  
Jeffrey Peterson  
Master Executive Council President

FOR:  
ALASKA AIRLINES, INC.  
  
\_\_\_\_\_  
/s/ Elizabeth Ryan  
Elizabeth Ryan  
Managing Director, Labor Relations