

1
2
3
4
5
6
7
8

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

9
10
11

LEGACY VIRGIN AMERICA ASAP REPRESENTATIVE

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

17
18 WHEREAS, the Flight Attendants of Alaska Airlines and Virgin America have
19 recently ratified a Joint Collective Bargaining Agreement ("JCBA"), and
20

21 WHEREAS, ratification of the JCBA has triggered the sunset provision of the
22 Aviation Safety Action Program (ASAP) Additional Provision Letter of Agreement
23 for Virgin America Flight Attendants as all future ASAP reports will be processed
24 by the Alaska Airlines ASAP Event Review Committee ("ERC"), and
25

26 WHEREAS, the Company and the Association believe it is mutually beneficial to
27 continue to have participation of a Legacy Virgin America ("L-VX") AFA ASAP
28 Representative on the ERC to serve as a subject matter expert on Airbus aircraft,
29 and
30

31 NOW, THEREFORE, it is mutually agreed by and between the parties to this
32 Letter of Agreement that:
33

- 34 1. The L-VX AFA ASAP representative will serve as an observer and Airbus subject
35 matter expert for the ERC. S/he may perform the function of AFA ERC
36 Representative at the discretion of the Association.
37
- 38 2. The Company will compensate the L-VX AFA ASAP representative for time spent in
39 participation in ASAP activities, including but not limited to attending ERC meetings,
40 attending ASAP trainings or other ASAP events. Such compensation will be in
41 accordance with §27.P of the collective-bargaining agreement.
42
- 43 3. The Company will cover the travel costs associated with any ASAP activities,
44 including but not limited to positive space transportation and any necessary hotel
45 accommodations and meals.

46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68

4. This letter of agreement will remain in effect through December 31, 2018 and may be extended by mutual agreement of the Company and the Association.

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 17th day of April 2018.

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



Jeffrey Peterson
MEC President

FOR:
ALASKA AIRLINES, INC.



Jeff Butler
Vice President, Inflight & Call Centers



Elizabeth Ryan
Managing Director, Labor Relations