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

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FLIGHT PATH 2

12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the Flight
13 Attendants in the service of Alaska Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT
14 ATTENDANTS-CWA, AFL-CIO ("Association").

16 WHEREAS, the Company desires to hold required training ("Flight Path 2") from October 2018 to April
17 2019 in order to better align the corporate cultures of Legacy Alaska Airlines (L-AS) and Legacy Virgin
18 America (L-VX) employees; and

20 WHEREAS, the Company and the Association (collectively "the parties") would like to clarify the
21 procedures around scheduling L-AS and L-VX Flight Attendants for Flight Path 2 (FP2);

23 NOW, THEREFORE, the parties agree to the following provisions.

25 A. GENERAL

27 Flight Path 2 sessions will each be single day training events that are scheduled from October
28 2018 through April 2019 in Seattle, WA. Required training hours are anticipated as 12:00 PM to
29 17:00 PM (lunch provided), with an optional social session to follow from approximately 17:00 PM
30 to 18:30 PM Pacific Time (PT). Flight Attendants domiciled outside of Seattle will be scheduled to
31 travel in on the morning of the training, to stay overnight following the training and travel back
32 out on the morning after the training.

34 B. BIDDING

- 36 1. All Flight Attendants who have not already completed Flight Path 2 or do not have FP2 on their
37 respective lines when training bidding opens may bid electronically for FP2 sessions on a
38 month by month basis in the October 2018 through April 2019 bid months. Bidding for FP2
39 will open and close two bid months prior to the training month on a similar time schedule as
40 bidding for Recurrent Training (e.g. August bidding for October training). Flight Path 2 awards
41 will be posted no later than noon (12:00 PM) PT on the first day of the bid month prior to the
42 training month (e.g. posted no later than noon PT September 1 for October training) using an
43 equivalent notification process as for Recurrent Training.
- 45 2. Each Flight Attendant domicile will have dedicated slots for each Flight Path 2 session. The L-
46 AS and L-VX LAX domiciles will have separate slots until two bid months prior to Full Integration
47 (i.e. one month prior to Jeppesen Crew Tracking Enterprise [JCTE] cutover), at which point
48 the slots will be merged into one allocation for the integrated LAX domicile going forward.
- 49

50 Flight Attendants may bid for FP2 slots allocated for their respective domicile only. Flight Path
51 2 slots for each domicile will be awarded per the Flight Attendant bids, in system seniority
52 order within domicile. Unfilled slots for each domicile will be assigned in reverse system
53 seniority order within domicile of those who have not previously completed FP2.
54

- 55 3. L-VX Flight Attendants will receive bidding credit for Flight Path 2 pursuant to Joint Collective
56 Bargaining Agreement (JCBA) Section 10.F.2.a (and 30.C.3).
57

58 **C. TRADING**

- 59
60 1. All Flight Path 2 sessions must be traded or picked up within domicile by or between Flight
61 Attendants of the same domicile, as appropriate.
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- 63 2. Flight Path 2 sessions may be traded until forty-eight (48) hours prior to the commencement
64 of the session.
65

- 66 3. L-VX Flight Attendants may trade Flight Path 2 via Flica prior to JCTE cutover using existing
67 Flica trading rules.
68

- 69 4. For L-AS Flight Attendants prior to JCTE cutover and all (L-VX & L-AS) Flight Attendants
70 following JCTE cutover:
71

- 72 a. Once awarded Flight Path 2 sessions have been in-tracked into the appropriate
73 crew tracking system and trading has opened for that period, a Flight Attendant
74 may:
75

- 76 i. Trade her/his Flight Path 2 session with another Flight Attendant who also has
77 Flight Path 2 on her/his schedule.
78 ii. Trade her/his Flight Path 2 session into an open session in Open Time.
79 iii. Pick up an open session (if s/he has not already completed Flight Path 2).
80

- 81 b. Due to systems limitations, Flight Path 2 sessions are "view only" in JCTE. Flight Path
82 2 may be manually traded by emailing Crew Scheduling management
83 (mgmt.facrewsked@alaskaair.com).
84

- 85 i. Trade requests must include:

- 86 • Flight Attendant name(s)
87 • Peoplesoft number(s)
88 • Domicile
89 • Flight Path 2 session date(s) being traded or picked up.

- 90 ii. If the Company can determine the desired trade request with less than all the
91 preceding information present in the email, then the Company may process
92 the trade at its sole discretion.

- 93 iii. All trade requests will be processed in the order in which they are received.

- 94 iv. The Company will make every best effort to process the trade request within
95 one (1) hour of receipt unless there are operationally significant events
96 occurring, in which case the trade request will be processed within three (3)
97 hours.

- 98 v. If there is an unforeseeable or unpredictable system disruption resulting in
99 significant loss of schedule synchronization (e.g. severe weather, natural
disaster, act of war, riot, air piracy, terrorism, aircraft accident or other

100 extreme event), then during such disruption the Company may delay
101 processing the trade request up to eight (8) hours from time of receipt.
102

103 c. Vacation days (including L-VX Guaranteed Days Off, or "GDOs") may be traded on top
104 of previously awarded Flight Path 2 sessions subject to contractual vacation trading
105 deadlines. If such transaction is completed, the Flight Attendant will be required to
106 attend FP2 during the vacation period. The Flight Attendant will be paid for pay-eligible
107 vacation days, completed training and related travel on any overlapping day(s).
108

109 D. TRAVEL

110
111 L-AS and L-VX Flight Attendants required by the Company to attend Flight Path 2 away from their
112 respective domicile will be provided with "Business, Positive Space Non-bumpable" (AS and QX)
113 travel and will be paid the actual trip rate for deadheading to and from training (as measured from
114 the domicile). LAX and SFO Flight Attendants may utilize this travel to/from any airport within the
115 domicile's metropolitan area served by Alaska Airlines (e.g. LAX: LAX, BUR, ONT, SNA; SFO: SFO,
116 OAK, SJC). Registered Air Commuters may utilize this travel directly to/from any airport within
117 their respective registered commuter city (e.g. JFK: JFK, EWR and LGA).
118

119 E. COMPENSATION

120
121 Compensation for Flight Path 2 will be in accordance with JCBA Section 30.C.3 "Training other
122 than Recurrent Training".
123

124 All provisions of the AFA Alaska Airlines-Virgin America Merger Agreement and related agreements
125 remain in full force and effect unless temporarily modified herein within the narrow scope of
126 administering Flight Path 2.
127

128 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 17th day of
129 August 2018.
130

131 FOR:
132 ASSOCIATION OF FLIGHT
133 ATTENDANTS-CWA, AFL-CIO
134

FOR:
ALASKA AIRLINES, INC.

135
136 /s/ _____
137 Jeffrey Peterson
138 Master Executive Council President
139

135
136 /s/ _____
137 Jeff Butler
138 Vice President, Inflight & Call Centers
139

140
141 /s/ _____
142 Elizabeth Ryan
143 Managing Director, Labor Relations