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

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**EXCESSIVE TIME CLEARING CBP AT TBIT**

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12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")  
13 and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the  
14 ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").  
15

16 WHEREAS, the Company and the Association (collectively "the parties") recognize the  
17 excessive amount of time required to transit Customs and Border Protection (CBP)  
18 checkpoints at Tom Bradley International Terminal (TBIT) (Los Angeles International  
19 Airport [LAX]);  
20

21 NOW, THEREFORE, the parties agree the Company will compensate each Flight Attendant  
22 fifteen dollars (\$15.00) per event whenever s/he is required to clear Immigration and  
23 Customs at TBIT due to a work assignment; such compensation will be automated (i.e.  
24 *no pay claim form required*).  
25

26 This Letter of Agreement will become effective on September 1, 2018, and any previous  
27 agreements regarding excessive time to clear Immigration and Customs at TBIT are  
28 retired upon the effective date.  
29

30 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this  
31 23<sup>rd</sup> day of August 2018.  
32

33 FOR:  
34  
35 ALASKA AIRLINES, INC.  
36

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

37  
38 /s/ \_\_\_\_\_  
39 Elizabeth Ryan  
40 Managing Director, Labor Relations  
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/s/ \_\_\_\_\_  
Jeffrey Peterson  
Master Executive Council President

42  
43 /s/ \_\_\_\_\_  
44 Jeff Butler  
45 Vice President, Inflight & Call Centers