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

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**TRANSITIONING L-VX GDOS AND YEAR-END OVERLAP VACATION DAYS**

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12 This MEMORANDUM OF UNDERSTANDING is made between ALASKA AIRLINES, INC.  
13 ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
14 ("Association").

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16 WHEREAS, the Company and the Association (collectively "the parties") recognize that  
17 the integration of the Legacy Alaska Airlines (L-AS) and Legacy Virgin America (L-VX)  
18 Flight Attendant groups requires provisions to transition the L-VX Flight Attendants to  
19 the Joint Collective Bargaining Agreement (JCBA) and the related processes and  
20 procedures managed by the associated L-AS technology systems; and

21  
22 WHEREAS, the parties desire to memorialize the transitioning of L-VX unpaid and  
23 uncredited vacation days, which are called Guaranteed Days Off (GDOs), and the  
24 transitioning of year-end overlap vacation days; and

25  
26 WHEREAS, the parties recognize that neither GDOs nor year-end overlap vacation days  
27 are supported by the JCBA and the related processes and procedures managed by the  
28 associated L-AS technology systems;

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30 Now THEREFORE, the parties agree:

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- 32 1. Management will send notice to all L-VX Flight Attendants regarding transitioning  
33 of GDOs and year-end overlap vacation days to L-AS systems prior to the  
34 commencement of 2019 vacation bidding. AFA will coordinate a separate  
35 communication that refers to the management communication and will publish  
36 such communication shortly after the management communication.  
37
  - 38 2. The year-end overlap vacation days of Monday 12/30/2019 - Sunday 1/5/2020  
39 may be traded normally in L-VX systems up until the L-VX vacation trading freeze  
40 (estimated 1/3/2019) in preparation for a transfer of L-VX vacation days to the L-  
41 AS vacation bidding and trading system called "IF Maint."  
42
  - 43 3. The one-time transfer of year-end overlap vacation days referenced in Paragraph  
44 2 above will occur prior to transition of L-VX crew tracking to Jeppesen Crew  
45 Tracking Enterprise (JCTE). The first two days (Mon 12/30/2019 - Tue  
46 12/31/2019) will be retained and transferred to L-AS systems. The next three  
47 days (Wed 1/1/2020 - Fri 1/3/2020) will be paid out at four (4.0) TFP equivalent

- 48 per day. The last two GDOs (Sat 1/4/2020 - Sun 1/5/2020) will be 'absorbed' as  
49 unpaid.  
50  
51 4. Due to systems limitations, GDOs will be transferred as unpaid vacation days in  
52 IF Maint in order to enable vacation trading in that system.  
53  
54 5. Vacation days (including GDOs as unpaid vacation days) will be subsequently  
55 traded in IF Maint following the transfer referenced in Paragraphs 2 through 4  
56 above.  
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58 6. Once vacation trading closes in IF Maint for a specific vacation period on a  
59 month by month basis, the GDOs will be automatically reclassified as unpaid and  
60 uncredited.  
61  
62 7. GDOs will import into NavBlue Preferential Bidding System (PBS) and flow  
63 through to JCTE and then subsequently to AS Crew Pay systems as unpaid and  
64 uncredited vacation days.  
65  
66 8. GDOs will not display as credit in JCTE and on the Productivity Premium Program  
67 (PPP) calculator but will count towards achieving the PPP the same as an unpaid  
68 vacation day pursuant to JCBA Section 21.R at four (4.0) TFP/day.  
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70 IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF  
71 UNDERSTANDING this 20<sup>th</sup> day of September 2018.  
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73 FOR:  
74 ASSOCIATION OF FLIGHT  
75 ATTENDANTS-CWA, AFL-CIO  
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FOR:  
ALASKA AIRLINES, INC.  
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77  
78 /s/ \_\_\_\_\_  
79 Jeffrey Peterson  
80 Alaska MEC President  
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78 /s/ \_\_\_\_\_  
79 Jeff Butler  
80 Vice President, Inflight & Call Centers  
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83  
84 /s/ \_\_\_\_\_  
85 Elizabeth Ryan  
86 Managing Director, Labor Relations