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

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**EXPANDING VOLUNTARY PERMANENT TRANSFERS WHEN NO  
VACANCIES EXIST ("NET ZERO TRANSFERS") FOR 2019**

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13 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")  
14 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").  
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16 BACKGROUND: The Company and the Association ("the parties") recognize the desire of  
17 many Legacy Virgin America (L-VX) and Legacy Alaska Airlines (L-AS) Flight Attendants  
18 to permanently transfer to a domicile that was formerly considered "across partition"  
19 (i.e. L-VX domicile to L-AS domicile and vice versa) as soon as possible following  
20 Jeppesen Crew Tracking Enterprise (JCTE) implementation. JCTE implementation is the  
21 date upon which all L-AS and L-VX Flight Attendants are integrated into the JCTE  
22 software platform and combined on all pay, scheduling and crew tracking systems.  
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24 The parties agree to facilitate such transfers as follows:  
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- 27 1. Voluntary permanent transfers in accordance with Section (§) 28.D [Domiciles:  
28 Standing Bid Awards...] ("net zero transfers") will be granted to non-probationary  
29 Flight Attendants with standing bids on file to exchange domiciles in seniority  
30 order for the March 2019 bid month. This will be in addition to the contractual  
31 net zero transfers in February and August.
  - 32 2. For February 2019: L-VX Flight Attendants may trade between the L-VX SFO and  
33 LAX domiciles and L-AS Flight Attendants may trade between the L-AS ANC, SEA,  
34 PDX, LAX and SAN domiciles.  
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  - 36 3. For March 2019: Trading will be permitted between all domiciles and all Flight  
37 Attendants pursuant to this agreement and the provisions of §28.D [Domiciles:  
38 Standing Bid Awards...].  
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  - 40 4. In the unlikely event that a "no go" decision is made regarding JCTE  
41 implementation in mid-December 2018 (actual implementation is mid-January  
42 2019), the March 2019 net zero transfers will be held in abeyance until the  
43 parties agree to a mutually acceptable alternative bid month for such transfers.  
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45 This agreement is without precedent. The circumstances described herein cannot be used  
46 by either party in any other forum.

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48 All other provisions of the collective bargaining agreement remain in full force and effect.  
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50 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this  
51 6<sup>th</sup> day of December 2018.

52  
53 FOR:  
54 ASSOCIATION OF FLIGHT  
55 ATTENDANTS-CWA, AFL-CIO

FOR:  
ALASKA AIRLINES, INC.

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57  
58 /s/ \_\_\_\_\_  
59 Jeffrey Peterson  
60 Master Executive Council President

/s/ \_\_\_\_\_  
Carmen Williams  
Managing Director, Labor Relations