**Memorandum of Understanding**

**between**

**ALASKA AIRLINES, INC.**

**and the**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**§15.M.3 Transitioning from Sick Leave to Vacation/Longevity PTO and Vice Versa During Leaves with Coordination**

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This Memorandum of Understanding is made between Alaska Airlines, Inc. ("Company") and theFlight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively “the parties”) desire to clarify the process for transitioning from sick leave to vacation/Longevity PTO and vice versa during leaves with coordination pursuant to Section 15.M.3;

NOW THEREFORE, the parties agree:

1. Flight Attendants may switch from coordinating with sick leave and/or vacation/Longevity PTO (or vice versa) more than one time, and in any order consecutively but not concurrently.
2. Flight Attendants are not required to drain either their sick leave bank or vacation/Longevity PTO bank prior to switching to the other form of compensation.
3. Once a Flight Attendant has stopped using any form of compensation, s/he may not re-commence receiving compensation during the course of the same leave of absence.
4. The Company will communicate the provisions of this MOU to the Flight Attendants in the form of a required bulletin and reflect the changes in all of the applicable Leave of Absence handbooks.

All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 29th day of January 2019.

FOR: FOR:

ASSOCIATION OF FLIGHT

ATTENDANTS-CWA, AFL-CIO ALASKA AIRLINES, INC.

/s/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ /s/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Jeffrey Peterson Carmen Williams

MEC President Managing Director, Labor Relations