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

ZIKA

This Letter of Agreement (LOA) is made between Alaska Airlines, Inc. ("Company") and the Flight 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") recognize the serious nature of the Zika virus and its detrimental effect on unborn children worldwide; and

WHEREAS, the parties desire to protect the health and safety of Flight Attendants and minimize the potential for Zika related birth defects in their offspring;

Now THEREFORE, the parties agree to the following provisions for all Flight Attendants who are pregnant, attempting to become pregnant or whose partner is attempting to become pregnant:

1. NOTIFICATION REQUIREMENTS

   a. A Flight Attendant who is pregnant, attempting to become pregnant or whose partner is attempting to become pregnant will be required to contact Crew Scheduling to have a flag placed on her/his scheduling profile to indicate s/he is avoiding “Zika affected areas” defined in Paragraph 2 [Zika Affected Areas] below. The flag will alert the Crew Schedulers that the “No International Rule” will apply. The “flagged” Flight Attendant is ineligible to be assigned international flying (including Canada).

   b. A Flight Attendant who is no longer pregnant, attempting to become pregnant or whose partner is no longer attempting to become pregnant will be required to contact Crew Scheduling to have the flag removed from her/his scheduling profile as soon as possible once the Flight Attendant becomes aware of her/his change in status. Failure to do so could result in progressive discipline.

2. ZIKA AFFECTED AREAS
For the purposes of this Agreement, “Zika affected areas” are collectively defined as any foreign or domestic geographic location covered by a Zika-related travel notice/advisory/recommendation on the Centers for Disease Control and Prevention (CDC) website (http://www.cdc.gov).

3. LINEHOLDER BIDDING REQUIREMENTS

In order to remain eligible for the provisions of this LOA, a Lineholder is required to set Preferential Bidding System (PBS) preferences to avoid all known Zika affected areas served by Alaska Airlines as declared by the CDC once s/he has notified the Company s/he is avoiding such areas pursuant to Paragraph 1.a [Notification Requirements] above. The Flight Attendant may not elect to avoid only some Zika affected areas. Failure to do so may invalidate her/his eligibility for schedule adjustments pursuant to Paragraph 4 [Lineholder Scheduling] for that bid month.

4. RESERVE

No action is required for Reserve Flight Attendants other than notification pursuant to Paragraph 1.a [Notification Requirements] above. Crew Scheduling will avoid assigning a Reserve with a flag on her/his scheduling profile to sequences that are scheduled to operate in a Zika affected area if s/he is eligible to avoid such areas pursuant to this Agreement.

5. LINEHOLDER SCHEDULING

If a Lineholder who has met the notification and bidding requirements of this Agreement is awarded a sequence to a Zika affected area, the Lineholder may trade away the sequence, or s/he may contact Crew Scheduling no later than forty eight hours (48:00) prior to the start of her/his sequence to have her/his schedule adjusted to avoid such area(s).

a. Once the Lineholder contacts Crew Scheduling for the schedule adjustment, her/his sequence will be dropped and replaced by a scheduled duty obligation pursuant to the provisions of CBA §10.S [Pre-Cancellations].

b. CBA §10.S will be utilized to provide an alternate assignment(s) with the following exceptions:

   i. Any alternate assignment(s) must not be scheduled to operate in a Zika affected area.

   ii. The Lineholder may not waive pay protection and be relieved of further scheduling obligation pursuant to §10.S.2.b, §10.S.3.a and §10.S.4.

6. SUSPECTED ABUSE
The Company reserves the right to request certification from a doctor in order to substantiate that the Flight Attendant is pregnant, attempting to become pregnant or her/his partner is attempting to become pregnant.

7. OPERATIONAL IRREGULARITIES BEYOND THE COMPANY’S CONTROL

The Company will make every best effort to adhere to the provisions of this Agreement. However, the parties acknowledge that operational irregularities beyond the Company’s control (e.g. unscheduled diversions) may make it impractical for the Company to avoid sending such Flight Attendants to Zika affected areas in every circumstance.

This agreement will remain in effect except that either party may terminate the agreement with a minimum of two full bid months written notice.

This agreement is without prejudice or precedent. This circumstances described herein cannot be used by either party in any other forum. All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 23rd day of March 2017.

FOR:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

/\s/ Jeffrey Peterson

ALASKA AIRLINES, INC.

/\s/ Andy Schneider

Jeffrey Peterson

Andy Schneider

Alaska MEC President

Vice President, Inflight Services

/\s/ Elizabeth Ryan

Elizabeth Ryan

Managing Director, Labor Relations