SIDE LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.,
and the
THE FLIGHT ATTENDANTS
in the service of
ALASKA AIRLINES, INC.,
as represented by the
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

FLIGHT ATTENDANT CHECK-IN APP AND ELIMINATION OF SCANNERS

WHEREAS Alaska Airlines ("Company") and the Flight Attendants in the service of the
Company as represented by the Association of Flight Attendants-CWA ("Association") desire
to make checking in for sequences and airport standby assignments more efficient and
convenient; and

WHEREAS Flight Attendants may now check in via an app on their Inflight Mobile Device
(IMD);

NOW, THEREFORE, the parties agree as follows:

1. Effective January 31, 2017, Flight Attendants must use the Company-designated
check-in app on their Global Positioning System (GPS) enabled IMD to “scan in” for
their sequence or airport standby assignment. At the time of “scan-in,” the GPS
location feature must be enabled on the IMD, and the Flight Attendant must be in
the approved geographical area of the domicile from which the sequence departs or
the airport standby assignment commences. The approved geographical area for
each domicile will include no less than the entire footprint of every concourse and
adjacent main terminal area (e.g. ticket counter, baggage claim, et cetera) out of
which Alaska Airlines operates.

2. For the purposes of this Sideletter, any conjugation or variation of “scan in” (e.g.
scanning in, scan-in, scans in, etc.) will mean the act of checking in via the
Company-designated check-in application or by calling Crew Scheduling following an
unsuccessful attempt to check in via the Company-designated check-in application.

3. If the Flight Attendant unsuccessfully attempts to scan in while s/he is in the
approved geographical area, s/he may call Crew Scheduling to be checked in; Crew
Scheduling will check in the Flight Attendant and report the error to management.
Such event will be recorded as an “Inability to Remotely Scan In.” There will be no
attendance points assessed under Section 32 [Attendance Policy] of the parties’
collective-bargaining agreement for an Inability to Remotely Scan In as long as the
Flight Attendant calls Crew Scheduling on or before her/his check-in time.

4. Scanners will be retired effective January 31, 2017.

5. The parties’ collective-bargaining agreement is amended to read:
Section 5 - Definitions

Scan in (or any conjugation or variation of, “scan in,” e.g., scanning in, scan-in, scans in, etc.): The act of checking in for a sequence or an Airport Standby assignment using one of the following methods: via the Company designated check-in application on the Company-provided Inflight Mobile Device (IMD), by calling Crew Scheduling following an unsuccessful attempt to check in via the Company designated check-in application.

Section 8 - Hours of Service

D. CHECK-IN AND DEBRIEF

An on duty period will commence at the time a Flight Attendant is required to report for duty or the actual reporting time, whichever is later, or by mutual agreement between the Flight Attendant and Crew Scheduling. Initial report time at the Sequence Home Domicile will be one (1) hour prior to scheduled departure and at out-stations forty-five minutes (:45) prior to scheduled departures....

4. A Flight Attendant will report for duty for her/his initial duty period using the Company-designated check-in application on her/his Global Positioning System (GPS) enabled Inflight Mobile Device (IMD) to scan in. Scanning in requires the GPS location feature on her/his IMD to be enabled at the time of scan-in, and s/he must be physically located in the approved geographical area of the domicile from which the sequence or airport standby assignment commences. The approved geographical area for each domicile will include no less than the entire footprint of every concourse and adjacent main terminal area (e.g. ticket counter, baggage claim, et cetera) out of which Alaska Airlines operates.

5. If the Flight Attendant unsuccessfully attempts to scan in while s/he is physically located in the approved geographical area referenced in the preceding paragraph, s/he may call Crew Scheduling to be checked in; Crew Scheduling will check in the Flight Attendant and report the error to Inflight Management. It will be recorded as an “Inability to Remotely Scan In” pursuant to Section 32.C. [Attendance Policy Definitions].

Section 24 - General & Miscellaneous

L. COMPANY PROVIDED INFLIGHT MOBILE DEVICE (IMD)

1. The Company will provide, at no cost to the Flight Attendant, each Flight Attendant with an Inflight Mobile Device (IMD) (e.g. cellular phone, tablet or successor device) to be used to scan in for her/his sequence or Airport Standby assignment. The Company may require a Flight Attendant to use the IMD for additional tasks in accordance with Company policy, provided such tasks are in compliance with the provisions of this Agreement.

2. If the check in application referenced in the preceding paragraph is relocated to a device other than the IMD or a successor IMD, then it must be to a mutually agreed successor device and successor system.
3. An Information Technology (IT) Review Process will be handled through the Alternative Dispute Resolution meeting. The ADR committee members will review all claims brought forward by a Flight Attendant. If the parties determine that IT support was provided by a Flight Attendant over and above reasonable maintenance of the IMD and related Company-required applications, the Flight Attendant will be compensated one (1.0) TFP; additional compensation must be at the mutual agreement of the parties as determined on a case-by-case basis. The committee will meet at a minimum on a monthly basis in conjunction with a scheduled ADR meeting if there are claims that need adjudicating. If the parties disagree regarding “reasonable maintenance,” the Association reserves the right to resolve the dispute pursuant to Section 19 [Grievance Procedures] and all related provisions of this Agreement.

4. The Company will provide sufficient training for the use of the IMD and related Company-required applications, including any subsequent add-on/upgrades, software modification and equipment changes. Such training will be administered and compensated in accordance with Section 30 [Training] and all related provisions of this Agreement.

Section 28 - Domiciles

I. COMPANY PROVIDED COMPUTERS AND PRINTERS AND SCANNERS AT DOMICILE(S)

The Company will provide at least fifteen (15) computers in Seattle, two (2) in Anchorage, two (2) in Portland, two (2) in Los Angeles, two (2) in Orange County, one (1) in Ontario and two (2) in San Diego. In addition, the Company may review providing computer terminal access at outlying stations. The Company will also provide four (4) printers in Seattle and one (1) in all other domiciles and co-terminals. The Company will provide a minimum of two (2) computers and one (1) printer at each newly opened Flight Attendant domicile. A Flight Attendant will have one (1) location to scan in outside of security and one (1) location post-security.

Section 32 - Attendance Policy

C. Attendance Policy Definitions

16. Late Arrival to an Aircraft

A Flight Attendant is required to be at the aircraft forty-five minutes (:45) prior to departure (Section 8.D.1. [Check-in and Debrief]). When a Flight Attendant arrives late to an aircraft, s/he will not be assessed any attendance points under Section 32. Late arrival to an aircraft will be considered a performance issue and handled under the Company’s progressive discipline policy. If a Flight Attendant receives a “Late Arrival to An Aircraft” and an “Inability to Remotely Scan In” during the same duty period it will be considered one event for the purpose of progressive discipline.

17. Inability to Remotely Scan In

When a Flight Attendant unsuccessfully attempts to scan in using the Company designated check-in application on the Company provided Inflight Mobile Device (IMD) while s/he is in the approved geographical area of the domicile from which the sequence departs or the airport standby assignment
commences, s/he will call Crew Scheduling to be checked in. Crew Scheduling will check in the Flight Attendant and report the error to Inflight Management as an Inability to Remotely Scan In. No location verification is required in order to be scanned in by Crew Scheduling. Such event will be considered a performance issue and handled under the Company’s progressive discipline policy only in the case of three or more instances of an Inability to Remotely Scan In within a bid month. However, any instance of an Inability to Remotely Scan In that is due to circumstances beyond the Flight Attendant’s control, such as but not limited to a malfunctioning application or IMD, or atmospheric conditions causing interference with the IMD or GPS location function, will not be considered for the purpose of progressive discipline. If a Flight Attendant receives an “Inability to Remotely Scan In” and a “Late Arrival to An Aircraft” during the same duty period it will be considered one event for the purpose of progressive discipline.

E. CONTROL PROCEDURE:

Absences as described above will be recorded in the following manner:

<table>
<thead>
<tr>
<th>Occurrences</th>
<th>Points Assigned</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Failure to Scan In</td>
<td>0 (performance issue)</td>
<td>C.17.</td>
</tr>
</tbody>
</table>

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

IN WITNESS WHEREOF, the parties hereto have signed this Sideletter of Agreement this 25th day of January 2017.

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

/s/ Sara Nelson_____________ /s/ Andy Schneider_____________
Sara Nelson
International President

/s/ Jeffrey Peterson__________ /s/ Elizabeth Ryan__________
Jeffrey Peterson
President, Master Executive Council

/s/ Kimberley Chaput__________
Kimberley Chaput
Senior Staff Attorney