

**SETTLEMENT AGREEMENT**  
**AFA GRIEVANCE NO. 36-99-2-17-15**  
**Late Report (formerly "Failure to Report")**

In full and final settlement of Grievance No. 36-99-3-91-02, the Association of Flight Attendants and Alaska Airlines, Inc., hereby agree to the following:

1. A Flight Attendant may be assessed a Late Report (formerly "Failure to Report" in the prior Agreement) pursuant to Section 32.C.2 only when s/he checks in after the scheduled check in time for a sequence and has not been assessed a No-Show for the same event pursuant to 32.C.1.
2. When a Flight Attendant is late to the aircraft at any time during a scheduled sequence, 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.
3. Upon notification by AFA the Company agrees to remove attendance points from any Flight Attendant who received them for being late to the aircraft late during a scheduled sequence, provided the points were assigned in the eighteen (18) months preceding May 19, 2015, the date of the above grievance. The removal will not affect the Flight Attendant's eligibility for record improvement.
4. AFA will withdraw the grievance.

ALASKA AIRLINES, INC.

BY:   
Elizabeth Ryan  
Managing Director, Labor Relations

15 July 2015  
Date

ASSOCIATION OF FLIGHT ATTENDANTS-CWA

BY:   
Brian Palmer  
MEC-Vice President

15 July 2015  
Date