

MEMORANDUM OF UNDERSTANDING
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS AT ALASKA AIRLINES

DECEMBER 2016 NO JUNIOR ASSIGNMENT (JA) PLEDGE

This Memorandum of Understanding 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").

THE Company and the Association (collectively "the parties") agree:

1. The Flight Attendants who are working trips that originate between December 15, 2016, and December 25, 2016, will not be Junior Assigned (JA'd) off of those trips.
2. Inflight management employees holding an FAA Flight Attendant certificate may perform Flight Attendant duties and be part of the minimum crew for any trips that originate between December 15, 2016, and December 25, 2016, in order to avoid invoking the JA provisions.

This agreement may be extended by mutual agreement to cover trips that originate from December 26, 2016, to December 31, 2016.

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

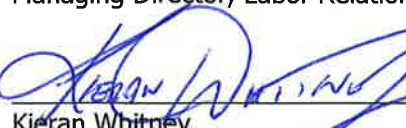
IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 3rd day of November 2016.

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


Jeffrey Peterson
MEC President

FOR:
ALASKA AIRLINES, INC.


Elizabeth Ryan
Managing Director, Labor Relations


Kieran Whitney
Director, Inflight Crew Scheduling