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

SUPPLEMENTAL REDUCTION IN FORCE PROTECTION

This Letter of Agreement 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 is in the process of executing a merger with Virgin America, which requires a negotiated transition agreement and single Collective Bargaining Agreement (CBA) with the Association; and

WHEREAS, the Company and the Association have negotiated a 2018-2021 Joint Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines merger negotiations; and

NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, this Letter of Agreement will be incorporated into the 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA), and the following provisions will be in full force and effect:

1. The Company agrees to not furlough any “legacy” Alaska Airlines or “legacy” Virgin America Flight Attendant through December 31, 2019.

2. Alaska Airlines shall be excused from compliance with the furlough protection language above for the period of time that a circumstance beyond the Company’s control causes such non-compliance.

3. “Circumstance beyond the Company’s control” is defined as a circumstance that causes the Company to significantly reduce or cancel service and may include a governmental agency requirement, an Act of God, an act of terrorism, a national emergency, revocations of the Company’s operating certificate, grounding of a substantial number of the Company’s aircraft, any work disruption or stoppage that prevents the Company from operating its planned schedule, reduction in flying operations because of the unavailability of an adequate fuel supply, or military action.
IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9th day of February 2018.

FOR:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

ALASKA AIRLINES, INC.

/s/____________________________   /s/____________________________
Jeffrey Peterson                Jeff Butler
Master Executive Council President Vice President, Inflight & Call Center Svcs

/s/____________________________   /s/____________________________
Jennifer Wise MacColl            Greg Mays
Negotiating Committee Member     Vice President, Labor Relations

/s/____________________________   /s/____________________________
Jamie Cogen                     Elizabeth Ryan
Negotiating Committee Member     Managing Director, Labor Relations

/s/____________________________   /s/____________________________
Lindsey Steele                  Emily Kimmel
Negotiating Committee Member     Manager, Labor Relations

/s/____________________________
Paula Mastrangelo
Senior Staff Negotiator