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

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AIRBUS TRANSITION TRAINING

12 This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants
13 in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-
14 CIO ("Association").

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16 WHEREAS, the Company is in the process of executing a merger with Virgin America, an airline that
17 operates Airbus aircraft; and

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19 WHEREAS, the Company has a need to train Alaska Airlines Flight Attendants to operate and
20 subsequently remain qualified to operate Airbus aircraft as they will become part of the Alaska Airlines
21 fleet going forward;

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23 NOW, THEREFORE, the parties agree:

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25 A. Time Frame

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27 Transition training classes will be available from July 2018 through November 2018 in all current
28 Alaska Airlines Flight Attendant domiciles except San Diego. Class sizes and dates will be
29 determined by the Inflight Training Department and may vary by location.

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31 B. Training Length

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33 Transition training will consist of 20 total hours of instruction; 16 hours will be classroom training
34 and 4 hours will be computer based training (CBT). Classroom training will be held on two (2)
35 consecutive days and will be conducted during the hours specified in §30.A.2 of the Alaska Flight
36 Attendant Collective Bargaining Agreement (CBA).

37
38 CBT will be available for completion on the Flight Attendant IMD and must be successfully
39 completed prior to the Flight Attendant attending the classroom portion of training. Transition
40 Training CBT will count toward the limitations specified in §30.C.4 of the CBA.

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42 C. Competency

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44 Competency assessment will mirror the process currently used in Recurrent Training.

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46 D. Bidding for Classroom Training

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1. All Flight Attendants will bid electronically for Training dates; bidding will open at 9 AM Pacific time on April 21, 2018, and will close at 5 PM Pacific time on May 4, 2018. Training will be awarded per the Flight Attendant bids, in seniority order. If training is not offered in a Flight Attendant's domicile, training will be awarded in accordance with §30.A.3.d of the CBA. Flight Attendants who fail to submit a bid will be assigned training dates. Training awards will be completed no later than May 10, and the results published in a Required Bulletin.
2. Students enrolled in Initial Training Class 2018-3, which is scheduled to conclude on May 23, 2018, will be awarded leftover Training dates so as not to violate seniority of any other Flight Attendant.

E. Trading of Training

1. After training dates are awarded, Flight Attendants may trade their dates with another Flight Attendant or into a class that has an opening.
2. If the date the Flight Attendant wishes to trade into is two or more bid months in the future, the Flight Attendant will contact the management designee (to be determined), who will process the trade manually. The trading deadline for trades of this nature is the first of the month prior to the month in which the Flight Attendant wishes to trade into (e.g., if the Flight Attendant wants to trade into training on October 15 and 16, the trade must be completed no later than September 1).
3. If the date the Flight Attendant wishes to trade into is in the current or following bid month, the Flight Attendant will process the trade through the Jeppesen Crew Access (JCA) system. Trading through JCA will be available for a given month at the same time that Open Time trading commences for that month. Transition training may not be directly dropped to Open Time.
4. Flight Attendants may trade their vacation on top of previously awarded Training dates subject to vacation trading deadlines. If such transaction is completed, the Flight Attendant is still required to attend Training. The Flight Attendant will be paid for both vacation and Training on any overlapping days.

F. Leave of Absence

1. To the extent that it is medically possible, Flight Attendants must attend Transition Training while out on a leave of absence unless otherwise agreed to by the Manager of Inflight Labor and Work Performance or designee. Exceptions for being unable to attend training will include missionary work, military duty, extended travel, etc. A Flight Attendant will be considered active for the month in which the training occurs for the purposes of Company benefits.
2. The same conditions used to determine medical suitability to attend recurrent training, as referenced in §30.B.4.a of the CBA, will be used to determine medical suitability to attend Transition Training.
3. Flight Attendants unable to complete Transition Training due to being on a leave of absence, must complete the Training as soon as practical upon returning to active service. At the

96 beginning of each month, from December 2018 – December 2019, Transition Training will be
97 held in Seattle only for Flight Attendants who were on a leave of absence and unable to attend.
98 Flight Attendants not based in Seattle will receive pay for the deadhead travel to/from Seattle,
99 per diem and lodging per §30.A.3.c of the CBA.

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101 G. Training Pay

102 Flight Attendants will be paid for classroom training in accordance with §30.C of the CBA. Pay for
103 CBT will be three (3.0) TFP (0.75 TFP per hour for 4 hours of CBT). If the Flight Attendant is unable
104 to attend training due to operations or an action on the part of the Company, s/he will be pay
105 protected for the training and any impacted scheduling obligations, if applicable.
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108 H. Maintaining Airbus Qualification

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110 1. Flight Attendants will requalify on Airbus equipment as part of recurrent training in 2019. If a
111 Flight Attendant takes Transition Training two or more months prior to her/his recurrent training
112 (RT) base month, s/he will be required to take RT twice in 2019, or, by mutual agreement
113 between Inflight Training and the Flight Attendant, a Flight Attendant may be assigned a new
114 RT base month in order to remain current on Airbus equipment.

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116 2. Management will ensure that Flight Attendants who meet the requirements of this provision are
117 notified in advance of bidding opening for the additional RT month to which they are assigned.
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119 All other provisions of the CBA remain in full force and effect. Airbus Transition Training is Other
120 Company-Required Training pursuant to §30 of the CBA and all related provisions apply unless stated
121 otherwise herein.
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123 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 8th day of
124 February 2018.

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126 FOR:
127 ASSOCIATION OF FLIGHT
128 ATTENDANTS-CWA, AFL-CIO

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126 FOR:
127 ALASKA AIRLINES, INC.

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131 /s/ _____
132 Jeffrey Peterson
133 Master Executive Council President

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131 /s/ _____
132 Jeff Butler
133 Vice President, Inflight & Call Centers

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136 /s/ _____
137 Paula Mastrangelo
138 Senior Staff Negotiator

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136 /s/ _____
137 Elizabeth Ryan
138 Managing Director, Labor Relations