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

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**§27.P COMPANY BUSINESS FLIGHT PAY LOSS (CB), AFA PAYROLL
REPRESENTATIVE**

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

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16 WHEREAS, it is mutually agreed to and understood by and between the parties to this
17 letter of agreement (LOA) that the intent of the AFA Payroll Representative is a
18 commitment to address issues related to pay, activity claim forms (ACFs), payroll
19 integration and transition; and

20
21 NOW, THEREFORE, the following will apply:

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23 A. Access and Responsibilities:

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25 1. The AFA Payroll Representative will be advised of important day-to-day
26 payroll issues including but not limited to activity claim forms (ACF), payroll
27 integration, payroll transition and other related concerns.
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29 2. The AFA Payroll Representative will participate in the Scheduling Review
30 Board (SRB), Jeppesen Crew Tracking, Workforce and other payroll related
31 groups/committees.
32
33 3. The AFA Payroll Representative will have the same access as the AFA
34 Scheduling Chairperson to the Crew Management System (CMS) and other
35 equivalent or successor systems/programs to include crew tracking, Virtual
36 Private Network (VPN), etc.. S/he will also have access to any computer
37 systems used to process Flight Attendant payroll.
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39 4. S/he will be provided with a Company laptop. The laptop will allow
40 unrestricted access to AFA systems (Google G Suite Platform or successor).
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42 5. The access described in A.1., above, may require that the AFA Payroll
43 Representative sign a Non-Disclosure Agreement (NDA).
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- 46 B. Schedule and Compensation:
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48 1. This will be a Company-paid position and the Flight Attendant will be
49 compensated between sixty-five (65.0) and one-hundred (100.0) TFP per bid
50 month at the discretion of the Association.
51
52 2. S/he will not bid a schedule but may pick up trip(s) provided doing so does
53 not adversely impact her/his duties as Payroll Representative.
54
55 3. The AFA Payroll Representative may, during extended LOA, sick leave or
56 vacation, delegate to a designee the responsibilities and pay assigned above.
57 Any delegation will be for at least one full week at a time. Monthly payments
58 and accruals will be prorated if necessary.
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60 4. This position will remain in effect for no less than six (6) months and may be
61 extended by mutual agreement.
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- 63 C. Selection:
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65 1. The AFA Payroll Representative will be selected by the Master Executive
66 Council (MEC) after an interview process. The Association agrees to consider
67 input from the division leader of Inflight, or her/his designee.
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69 2. The Representative serves at the pleasure of the MEC.
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71 All other provisions of the collective-bargaining agreement remain in full force and effect.
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73 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 28th
74 day of March 2018.

75
76 FOR:
77 ASSOCIATION OF FLIGHT
78 ATTENDANTS-CWA, AFL-CIO
79

FOR:
ALASKA AIRLINES, INC.

80
81 /s/ _____
82 Brian Palmer
83 MEC Vice President
84

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

85
86 /s/ _____
87 Elizabeth Ryan
88 Managing Director, Labor Relations