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

CHANGES TO THE 2014-2019 AFA ALASKA AIRLINES FLIGHT ATTENDANT COLLECTIVE BARGAINING AGREEMENT

This Letter of Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and 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 Airlines which requires a negotiated transition and merger agreement with the Association; and

WHEREAS, the Company and the Association have negotiated changes to the 2014-2019 Alaska Airlines Flight Attendant Collective Bargaining Agreement (CBA) during the Virgin America and Alaska Airlines merger negotiations;

NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, the following changes will be incorporated into the 2014-2019 CBA, and the amended document will become the 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA):

PREAMBLE

The Association of Flight Attendants has been certified by the National Mediation Board in Case No. R-3477 R-7478, to represent the Airline Flight Attendants in the service of the Company and on their behalf, negotiate and conclude an Agreement with the Company as to the rates of pay, rules and working conditions covering the Flight Attendants in the employ of the Company in accordance with the provisions of the Railway Labor Act, as amended.

SECTION 3: RECOGNITION

A. RECOGNITION

In accordance with certification R-3477 R-7478 made by the National Mediation Board (NMB), the Company hereby recognizes the Association as the exclusive
authorized representative of the Flight Attendants in the service of the Company for purposes of the Railway Labor Act, as amended.

SECTION 5: DEFINITIONS

**Company Seniority:** Seniority that begins to accrue from the date an employee is placed on the Company payroll, which may be retroactive to include credit for time spent in Initial Training as provided for in Section 6 [Seniority], and will continue to accrue during the term of employment. Company Seniority will determine vacation accrual time and all Company benefits.

**Longevity Premium:** A premium paid to a Flight Attendant who has completed sixteen (16) years of service (YOS) Occupational Seniority that is increased at the completion of when s/he achieves twenty (20) YOS years of Occupational Seniority and every five (5) years thereafter. This will be paid on all Worked TFP.

**Quarterly Productivity Premium (QPP):** A premium paid to a Flight Attendant if Worked TFP during a calendar quarter exceeds the TFP equivalent of the Flight Attendant’s combined monthly PBS bid award in that calendar quarter.

**Productivity Premium Program (PPP):** A premium paid to a Flight Attendant if Worked TFP and paid and unpaid vacation credit meets or exceeds the qualifying TFP targets outlined in Section 21.R [Structured Productivity Premium].

**Occupational Seniority (or “System Seniority”):** Seniority that begins to accrue from the date a Flight Attendant is placed on the payroll as a Flight Attendant, which will be retroactive to include credit for time spent in Initial Training as provided for in Section 6 [Seniority], from which date seniority and will continue to accrue during the Flight Attendant’s period of service.

SECTION 6: SENIORITY

A. OCCUPATIONAL SENIORITY APPLICATIONS

1. Company Seniority

   a. Hired prior to Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll, which will be retroactive to include credit for time spent in Initial Training as provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC) unless the employee’s Company date of hire is prior to Initial Training due to an internal transfer.

   b. Hired after Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll, which will be retroactive to the first day of Initial Training unless the employee’s Company date of hire is prior to Initial Training due to an internal transfer.

   c. Company Seniority will continue to accrue during the term of employment.

   d. Company Seniority will determine vacation accrual and all Company benefits.
2. Occupational Seniority/System Seniority

a. Hired as a Flight Attendant prior to Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll as a Flight Attendant, which will be retroactive to include credit for time spent in Initial Training as provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC).

b. Hired as a Flight Attendant after Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll as a Flight Attendant, which will be retroactive to the first day of Initial Training.

c. Occupational Seniority/System Seniority will be used for all vacation selection, eligibility for Longevity Paid Time Off, leaves of absence other than medical leaves, emergency leaves and additional personal leaves as defined in Section 15 [Leaves of Absence], reduction in force, return to active status after release due to reduction in force and bidding rights for line of time, reserve, extra sections, charter, Long Stage Length Duty Period ("4k") and other flying applications as provided for elsewhere in this Agreement.

B. CALCULATION FOR DETERMINING SENIORITY

1. Hired as a Flight Attendant prior to Date of Ratification: If more than one (1) Flight Attendant has the same Occupational Seniority date, then seniority will be determined by the order provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC). Under no circumstances will relative seniority be changed by the SMIC in the ISL pursuant to the AFA-CWA Constitution & Bylaws in effect.

2. Hired as a Flight Attendant on or after Date of Ratification: If more than one (1) Flight Attendant has the same Occupational Seniority date, then seniority will be determined by adding the last four (4) digits of the individual’s PeopleSoft number to the last four (4) digits of the individual’s Social Security number; the last three (3) digits of the sum will be compared, with the lower number being more senior date of birth, with the older being more senior. If the last three (3) digits are the same, then the last four (4) digits of the sum will be used as a tie-breaker using the same convention. This provision will be implemented with the first Initial Training class following Date of Ratification.

C. SENIORITY LIST

The Company will provide a copy of the permanent Flight Attendant System Seniority List, revised no more than once each month, in a place mutually acceptable to the Company and the Association. The Company will also provide a list of Flight Attendants who have transferred to supervisory or other non-flying duties directly related to the Flight Attendant duties, revised whenever a Flight Attendant on such list transfers back to the Flight Attendant duties and on every January 1; such list will record each individual’s Occupational Seniority date and the date the individual
transferred to supervisory or other non-flying duties directly related to the Flight Attendant duties.

E. TRANSFERRING TO / FROM SUPERVISORY OR OTHER NON-FLYING DUTIES

If a Flight Attendant transfers to supervisory or other non-flying duties the following provisions will apply:

1. Transferring to a Supervisory or Other Non-flying Duties Related to the Flight Attendant Duties

A Flight Attendant transferred to a supervisory or other non-flying duties directly related to the Flight Attendant duties will continue to retain and accrue Company Seniority and Occupational Seniority for a period equal to the supervisor’s years of accrued seniority as a Flight Attendant. Thereafter, such supervisor s/he will retain but not accrue Occupational Seniority. Any subsequent transfer to such duties does not ‘reset’ a Flight Attendant’s maximum accrual of Occupational Seniority pursuant to this provision. For the period of time that the Flight Attendant is transferred, s/he will be removed from the published domicile position lists.

SECTION 10: SCHEDULING

A. PREFERENTIAL BIDDING SYSTEM (PBS)

The Company will utilize and maintain a Preferential Bidding System (PBS), meeting the requirements in this Section and any other terms, which have been mutually agreed upon by the Company and Association, for the construction and awarding of flight schedules and Reserve Lines of Time. The Company will provide monthly bid packages and awards.

1. Flight Attendants will use the PBS agreed to by the parties unless an alternative method has been approved by the Company and the Association. A method of alternative bidding will be made available to Flight Attendants in the event of a system failure.

2. A Standing Joint PBS Committee will be composed of three (3) members from the Company and three (3) members from the Association, in addition to the Association Scheduling Chair. The Association members will have continuing PBS involvement in conjunction with the Scheduling Committee.
SECTION 12: EXCHANGE OF SEQUENCES

C. TRADING PROCEDURES

3. Access to trading will begin at the following times within each domicile:

San 9:00 AM  PT
SFO 9:00 AM  PT
PDX 10:00 AM PT
ANC 11:00 AM PT
LAX 12:00 PM PT
SEA 2:00 PM  PT

4. If a new domicile is opened while this agreement is in effect, that domicile will open for trading beginning at 9:00 AM PT, and each additional new domicile will open on the next hour (e.g. 10:00 AM PT, 11:00 AM PT, 12:00 PM PT, etc.).

SECTION 14: VACATIONS

A. VACATION / LONGEVITY PAID TIME OFF (PTO) ENTITLEMENT

Flight Attendants will be entitled to and will receive vacation/Longevity PTO as follows:

1. A Flight Attendant who, as of December 31st of any year, has had less than one (1) calendar year of employment with the Company will be entitled to a vacation in the subsequent calendar year on the basis of one and one-sixth (1-1/6) days for each month of employment, rounded to the nearest full day. A Flight Attendant who does not have any paid time during that month will have her/his vacation entitlement reduced by one-twelfth (1/12) the annual entitlement for each such month.

2. As of December 31st of each year, a Flight Attendant who has one calendar year or more of employment with the Company will be entitled a maximum accrual of fourteen (14) days vacation in the subsequent calendar year. Employees employed five (5) years or longer will be entitled to a maximum accrual of twenty-one (21) days vacation in the subsequent calendar year. Employees employed ten (10) years or longer will be entitled to a maximum accrual of twenty-eight (28) days vacation in the subsequent calendar year. Employees employed eighteen (18) years or longer will be entitled to a maximum accrual of thirty-five (35) days vacation in the subsequent calendar year. A Flight Attendant who does not have any paid time during that month will have her/his vacation
entitlement reduced by one-twelfth (1/12) the annual entitlement for each such month. As displayed below:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Company Seniority</th>
<th>Maximum Days of Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1 year</td>
<td>1.167 days per month employed</td>
<td></td>
</tr>
<tr>
<td>1-4</td>
<td>14 days</td>
<td></td>
</tr>
<tr>
<td>5-9</td>
<td>21 days</td>
<td></td>
</tr>
<tr>
<td>10-17</td>
<td>28 days</td>
<td></td>
</tr>
<tr>
<td>18+</td>
<td>35 days</td>
<td></td>
</tr>
</tbody>
</table>

**SECTION 14: VACATION – ADDENDUM**

5. #5. Will my entitlement to vacation be reduced due to a leave of absence?

No, unless you do not achieve the 480 TFP annual requirement subject to the provisions in 14.A.4. [Vacation/Longevity Paid Time Off...], as modified by 15.M. [Leaves with Coordination...], 15.N. [Unpaid Leaves...]. Unless a Flight Attendant has some // Worked TFP, vacation pay or sick leave in a bid month during a leave of absence, the Flight Attendant will have her/his annual vacation entitlement reduced by one-twelfth (1/12). Sections 14.A.1. and 14.A.2. [Vacation/Longevity Paid Time...]

**Section 15: Leaves of Absence**

C. MEDICAL LEAVE OF ABSENCE

2. A Flight Attendant granted a medical leave of absence (including a probationary Flight Attendant) will retain and continue to accrue seniority, except that in no case will a medical leave of absence exceed a total continuous period of one (1) four (4) years unless extended by consent of the Company. in which case it may not exceed a total continuous period of four (4) years. (Workers’ Compensation Leaves are not subject to the limitations contained in this paragraph).

M. LEAVES WITH COORDINATION OF SICK LEAVE OR VACATION / LONGEVITY PTO

2. Coordination with Vacation/Longevity PTO:

   c. If a Flight Attendant has no paid vacation for a calendar year due to not meeting the 480 requirement in Section 14.A.4. [Vacation/Longevity Paid Time Off...], s/he may utilize her/his maximum possible vacation entitlement and Longevity PTO on the same basis as 23.B.1.c. [Eligibility for Insurance] (based on years of service, no pay or flying requirement) to coordinate in order to maintain medical insurance.

Examples:

1. A Flight Attendant has five (5) years of Company Seniority and could potentially have twenty-one (21) days vacation credit, but s/he did not meet the four-hundred eighty (480.0) TFP threshold the year prior and
therefore has no paid vacation. Regardless, twenty-one (21) days of vacation will be credited towards her/his “vacation coordination bank” for the purpose of maintaining medical insurance.

2. A Flight Attendant has thirty-five years of Company Seniority and twenty-five (25) years of Occupational Seniority and could potentially have thirty-five (35) days of vacation and seven (7) days of Longevity Paid Time Off credit, but s/he did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no paid vacation. Regardless, forty-two (42) days of combined vacation/Longevity PTO will be credited towards her/his “vacation coordination bank” for the purpose of maintaining medical insurance.

3. The unpaid days from the “vacation coordination bank” in the above examples will be applied per 2.a. above for insurance qualification. This ‘soft credit’ will not apply for qualification for any other application.

SECTION 15: LEAVES OF ABSENCE – ADDENDUM

5. Do I accrue seniority while on a leave of absence?

Yes, you continue to accrue seniority during an approved leave of absence. Personal Leave, up to one-hundred twenty (120) days for a Parental Leave, and up to one year for a Medical, Maternity or Workers’ Compensation Leave. If your Medical, Maternity or Workers’ Compensation Leave is extended by consent of the Company, you will continue to accrue seniority for the entire period. Section 15.C.2. [Medical Leave...]

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SECTION 18: REDUCTION IN FORCE

M. ONLINE PASS PRIVILEGES DURING INVOLUNTARY FURLOUGH
A Flight Attendant who has completed probation and is placed on an involuntary furlough will retain online pass privileges on AS and QX as follows:

<table>
<thead>
<tr>
<th>Less than one year of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 months</td>
<td>3 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1 year of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months</td>
<td>6 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2 years of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 months</td>
<td>9 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3 years of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 months</td>
<td>12 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4 years of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 months</td>
<td>18 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5 years of service</th>
<th>Occupational Seniority</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 months</td>
<td>24 months</td>
</tr>
</tbody>
</table>

SECTION 20: BOARD OF ADJUSTMENT

N. SYSTEM BOARD PANEL SELECTION

2. Scheduling Dates

a. Ten (10)-Thirteen (13) mutually agreed-to hearing dates will be established throughout the calendar year, excluding the months of November and December.
SECTION 21: COMPENSATION

A. STEP RATES OF PAY

Flight Attendants will be compensated on the basis of the appropriate step rate as follows:

<table>
<thead>
<tr>
<th></th>
<th>Pre-DOR Rate</th>
<th>1/1/2018</th>
<th>12/17/2018</th>
<th>12/17/2019</th>
<th>12/17/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1 DOH</td>
<td>$22.28</td>
<td>$23.28</td>
<td>$23.63</td>
<td>$23.98</td>
<td>$24.58</td>
</tr>
<tr>
<td>Year 2 Step-1</td>
<td>$25.26</td>
<td>$26.40</td>
<td>$26.80</td>
<td>$27.20</td>
<td>$27.88</td>
</tr>
<tr>
<td>Year 3 Step-2</td>
<td>$26.51</td>
<td>$27.70</td>
<td>$28.12</td>
<td>$28.54</td>
<td>$29.25</td>
</tr>
<tr>
<td>Year 4 Step-3</td>
<td>$28.79</td>
<td>$30.09</td>
<td>$30.54</td>
<td>$31.00</td>
<td>$31.78</td>
</tr>
<tr>
<td>Year 5 Step-4</td>
<td>$30.06</td>
<td>$31.41</td>
<td>$31.88</td>
<td>$32.36</td>
<td>$33.17</td>
</tr>
<tr>
<td>Year 6 Step-5</td>
<td>$33.88</td>
<td>$35.40</td>
<td>$35.93</td>
<td>$36.47</td>
<td>$37.38</td>
</tr>
<tr>
<td>Year 7 Step-6</td>
<td>$37.18</td>
<td>$38.85</td>
<td>$39.43</td>
<td>$40.02</td>
<td>$41.02</td>
</tr>
<tr>
<td>Year 8 Step-7</td>
<td>$38.38</td>
<td>$40.11</td>
<td>$40.71</td>
<td>$41.32</td>
<td>$42.35</td>
</tr>
<tr>
<td>Year 9 Step-8</td>
<td>$39.43</td>
<td>$41.20</td>
<td>$41.82</td>
<td>$42.45</td>
<td>$43.51</td>
</tr>
<tr>
<td>Year 10 Step-9</td>
<td>$40.91</td>
<td>$42.75</td>
<td>$43.39</td>
<td>$44.04</td>
<td>$45.14</td>
</tr>
<tr>
<td>Year 11 Step-10</td>
<td>$43.92</td>
<td>$45.90</td>
<td>$46.59</td>
<td>$47.29</td>
<td>$48.47</td>
</tr>
<tr>
<td>Year 12 Step-11</td>
<td>$46.87</td>
<td>$48.98</td>
<td>$49.71</td>
<td>$50.46</td>
<td>$51.72</td>
</tr>
<tr>
<td>Year 13 Step-12</td>
<td>$51.01</td>
<td>$53.31</td>
<td>$54.11</td>
<td>$54.92</td>
<td>$56.29</td>
</tr>
<tr>
<td>Year 14 Step-13</td>
<td>$51.96</td>
<td>$54.30</td>
<td>$55.11</td>
<td>$55.94</td>
<td>$57.34</td>
</tr>
<tr>
<td>Year 15 Step-14</td>
<td>$52.90</td>
<td>$55.28</td>
<td>$56.11</td>
<td>$56.95</td>
<td>$58.37</td>
</tr>
<tr>
<td>Year 16 Step-15</td>
<td>$53.85</td>
<td>$56.27</td>
<td>$57.11</td>
<td>$57.97</td>
<td>$59.42</td>
</tr>
</tbody>
</table>

*DOH Step includes first twelve (12) months of employment

B. ANNIVERSARY STEP INCREASES (IF APPLICABLE)

Flight Attendants will move to Step 1 the “Year 2” step rate of pay at the completion of one (1) year from their Flight Attendant Occupational Seniority date of employment with the Company as a Flight Attendant and will thereafter move up one (1) step on her/his anniversary of their Flight Attendant Occupational Seniority anniversary date. Flight Attendants on the payroll as of the date of execution of this contract Agreement will retain their step rate and move into the next step on their anniversary date, as appropriate, unless otherwise provided for in the [Virgin America Flight Attendant Transition Agreement].

C. LONGEVITY PREMIUM

1. After a Flight Attendant has completed achieved sixteen (16) years of service as an Alaska Airlines Flight Attendant Occupational Seniority, s/he will be compensated one dollar ($1.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).

2. After a Flight Attendant has completed achieved twenty (20) years of service as an Alaska Airlines Flight Attendant Occupational Seniority, s/he will be
compensated one dollar and fifty cents ($1.50) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).

3. After a Flight Attendant has completed twenty-five (25) years of service as an Alaska Airlines Flight Attendant Occupational Seniority, s/he will be compensated two dollars ($2.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave). A Flight Attendant will be compensated an additional one dollar ($1.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave) for each subsequent five (5) years of service completed as an Alaska Airlines Flight Attendant Occupational Seniority achieved (e.g. 30 - $3.00, 35 - $4.00, 40 - $5.00, 45 - $6.00, 50 - $7.00, etc.)

H. HOLIDAY PREMIUM

1. A Flight Attendant will be paid two times (2.0x) her/his trip rate for flights flown and/or Airport Standby, including surface deadhead, on Thanksgiving Day, Christmas Eve, Christmas Day, New Year’s Day and Independence Day. For Reserves, one times (1.0x) goes toward the reserve guarantee and one times (1.0x) is paid above the Reserve’s guarantee on flights actually flown and/or Airport Standby, including surface deadhead.

2. A Flight Attendant will be eligible for this holiday pay for any flight and/or Airport Standby, including surface deadhead, which begins and/or ends on the actual day of the holidays named in this provision. However, if the flight operates and is scheduled to touch the holiday, but as a result of the operation does not touch the actual holiday, the Flight Attendant will be eligible for the holiday premium.

3. If a Flight Attendant reports for a sequence containing a flight that is scheduled to operate on a holiday and that flight subsequently cancels, then the Flight Attendant will receive one (1) TFP at two times (2.0x) her/his trip rate for the canceled flight in addition to all other appropriate pay premiums and pay provisions (including pay protection, if applicable). For a Reserve, one (1.0) TFP will be paid above the guarantee and one (1.0) TFP will be credited towards guarantee, both at straight time.

R. QUARTERLY PRODUCTIVITY PREMIUM PROGRAM (QPP) (PPP)

1. A Flight Attendant will receive a Quarterly Productivity Premium (QPP) if Worked TFP during a calendar quarter exceeds the TFP equivalent of the Flight Attendant’s combined monthly PBS bid award in that calendar quarter. The Productivity Premium Program (PPP) for the bid months of June, July, August, and December will be considered individually.
   a. To qualify for the PPP in any of these months, a Flight Attendant’s Worked TFP plus any paid vacation credit (inclusive of Longevity Paid Time Off) and unpaid vacation credit of four (4.0) TFP per day in that month must meet or exceed the TFP equivalent of the Flight Attendant’s PBS bid award by at least five (5.0) TFP. PPP in these months will be compensated at three-hundred and fifty dollars ($350) per month.
b. Individual Block Months: TFP Requirement for each individual month*:

<table>
<thead>
<tr>
<th>Month</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td>June’s bid award TFP equivalent plus 5.0 TFP</td>
</tr>
<tr>
<td>July</td>
<td>July’s bid award TFP equivalent plus 5.0 TFP</td>
</tr>
<tr>
<td>August</td>
<td>August’s bid award TFP equivalent plus 5.0 TFP</td>
</tr>
<tr>
<td>December</td>
<td>December’s bid award TFP equivalent plus 5.0 TFP</td>
</tr>
</tbody>
</table>

*$350 premium paid for each qualifying month. Vacation credit (paid and unpaid) and Longevity PTO count toward meeting the premium TFP goal. See R.1., above.

2. The Productivity Premium Program (PPP) for the bid months of January, February, March, April, May, September, October and November will be considered collectively as a block.

a. To qualify for the PPP in this block of months, a Flight Attendant’s Worked TFP plus any paid vacation credit (inclusive of Longevity Paid Time Off) and unpaid vacation credit of four (4.0) TFP per day in that block must meet or exceed the TFP equivalent of the Flight Attendant’s combined monthly PBS bid awards by at least forty (40.0) TFP. PPP for this block of months will be compensated at one-thousand one-hundred ($1100).

b. Collective Block of Months: TFP Requirement for combined months*:

<table>
<thead>
<tr>
<th>Month</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>All 8 month’s combined bid award TFP equivalent plus</td>
</tr>
<tr>
<td>February</td>
<td>40.0 TFP</td>
</tr>
<tr>
<td>March</td>
<td></td>
</tr>
<tr>
<td>April</td>
<td></td>
</tr>
<tr>
<td>May</td>
<td></td>
</tr>
<tr>
<td>June</td>
<td></td>
</tr>
<tr>
<td>July</td>
<td></td>
</tr>
<tr>
<td>August</td>
<td></td>
</tr>
<tr>
<td>September</td>
<td></td>
</tr>
<tr>
<td>October</td>
<td></td>
</tr>
<tr>
<td>November</td>
<td></td>
</tr>
</tbody>
</table>

*$1100 premium paid when qualifying for the entire block of 8 months. Vacation credit (paid and unpaid) and Longevity PTO count toward meeting the premium TFP goal. See R.2., above.

5. PPP when achieved will be paid as follows:

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Period</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Jan-Mar)</td>
<td>five hundred</td>
</tr>
<tr>
<td></td>
<td></td>
<td>dollars</td>
</tr>
<tr>
<td></td>
<td></td>
<td>($500.00)</td>
</tr>
<tr>
<td>2</td>
<td>(Apr-Jun)</td>
<td>five hundred</td>
</tr>
<tr>
<td></td>
<td></td>
<td>dollars</td>
</tr>
<tr>
<td></td>
<td></td>
<td>($500.00)</td>
</tr>
<tr>
<td>3</td>
<td>(Jul-Sep)</td>
<td>one thousand</td>
</tr>
<tr>
<td></td>
<td></td>
<td>dollars</td>
</tr>
<tr>
<td></td>
<td></td>
<td>($1000.00)</td>
</tr>
<tr>
<td>4</td>
<td>(Oct-Dec)</td>
<td>five hundred</td>
</tr>
<tr>
<td></td>
<td></td>
<td>dollars</td>
</tr>
<tr>
<td></td>
<td></td>
<td>($500.00)</td>
</tr>
</tbody>
</table>

QPP PPP is eligible for 401(k) Company match (pursuant to Section 27.B. [401(k) Company Match]).

Taxes on QPP PPP will be withheld consistent with the applicable Internal Revenue Service Individual Tax Rate Schedule and the Flight Attendant’s current Form W-4 withholding allowances.

QPP PPP payouts are considered “incentive pay” under the Performance Based Pay (PBP) plan. The determination of whether QPP PPP payouts are PBP eligible earnings are governed by plan rules and therefore QPP PPP payouts are not PBP eligible earnings under the current plan.
ADDENDUM TO SECTION 21

14. When do I advance to the next pay step?

You will advance a pay step based on year the anniversary of your Occupational Seniority date unless otherwise provided for in the [Virgin America Flight Attendant Transition Agreement].

SECTION 23: INSURANCE BENEFITS

A. FLIGHT ATTENDANT INSURANCE PLAN(S)

The Flight Attendants’ insurance plan will be separated from the Company-wide plan and will provide benefits comparable to those offered under the Alaska Airlines pilots’ insurance program, subject to the following limitation:

1. Premiums: A Flight Attendant’s contribution toward PPO medical/dental/vision costs will be in accordance with the schedule below. However, in no event will the annual increase in the Flight Attendant cost exceed fifteen percent (15%) per year irrespective of the table below.

<table>
<thead>
<tr>
<th>Year</th>
<th>Cost Sharing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>Rates determined by 2010 extension</td>
</tr>
<tr>
<td>2016</td>
<td>18%</td>
</tr>
<tr>
<td>2017</td>
<td>19%</td>
</tr>
<tr>
<td>2018</td>
<td>20%</td>
</tr>
<tr>
<td>2019</td>
<td>20% - in effect during status quo period</td>
</tr>
<tr>
<td>2019 and beyond</td>
<td>Rates frozen at 2019 contribution rates during life of Agreement, including status quo period</td>
</tr>
</tbody>
</table>

2. The 2019 rates will remain in effect until re-negotiated in a successor collective bargaining agreement to the 2018-2021 JCBA.

B. ELIGIBILITY FOR INSURANCE

1. Flight Attendants must fly or be credited four-hundred eighty (480.0) TFP in a calendar year to be eligible for Company-paid medical, dental and vision insurance inclusive of the following:

   a. Worked TFP;
   b. Sick leave TFP; and
   c. Maximum vacation (based on Company Seniority)/Longevity PTO TFP (based on years of service Occupational Seniority), no pay or flying requirement for either).

Examples:

1. A Flight Attendant has five (5) years of service (YOS) Company Seniority and could potentially have eighty-four (84.0) TFP vacation credit, but s/he did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no vacation pay. Regardless, eighty-four (84.0)
TFP will be credited towards her/his four-hundred eighty (480.0) TFP threshold for insurance qualification. This “soft credit” will not apply for qualification for any other threshold (e.g. uniform or vacation).

2. A Flight Attendant has sixteen (16) YOS years of Company Seniority and could potentially have one-hundred and twelve (112.0) TFP vacation credit, but s/he did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no vacation pay. Regardless, one-hundred and twelve (112.0) TFP will be credited towards her/his four-hundred eighty (480.0) TFP threshold for insurance qualification. This “soft credit” will not apply for qualification for any other threshold (e.g. uniform or vacation).

SECTION 24: GENERAL & MISCELLANEOUS

11. Provisions for Registered Air Commuters

Registered air commuters who have received a summons for jury duty must comply with the rules stated above. In addition, upon request, the Company will drop sequences(s) and/or reserve day(s) without pay when:

a. S/he must call the court on a daily basis to learn whether s/he has jury duty the following day, and s/he must begin her/his commute (including adequate time to travel to the airport) prior to the time she would learn whether she has jury duty; or

b. S/he is scheduled to fly a sequence that ends too late for her/him to commute to her/his registered commuter city to perform jury duty the following day.

c. The scheduled arrival time of her/his commuter flight into the registered commuter city is less than ten hours (10:00) prior to the start of jury duty.

d. The scheduled check in of the first commuter flight (of the “two flight difference” under the air commuting provisions of the Commuter Policy) is less than ten hours (10:00) following the release from jury duty.

SECTION 27: GENERAL ASSOCIATION

P. COMPANY BUSINESS FLIGHT PAY LOSS (CB)

1. It is expressly recognized that the MEC President, LEC President(s) and other named positions with the Association are an integral part of the resolution of disputes between the Company and Association. Furthermore, it is expressly recognized that Flight Attendants are in a unique situation in that they work by design at intermittent intervals. Flight Attendants are not regularly scheduled to be on the Company premises during the regular work week. The parties expressly recognize the need to have Association officers and other named positions regularly available for weekly meetings and conferences related to the administration of the Agreement. In consideration of the Association’s agreement to make the President(s) and other named Association positions available on a regular basis during the regular work week and business hours of the Company, the listed Association officers will be compensated as follows:
3. Guaranteed Drops for EAP Committee

The Company-paid flight pay loss will be provided to the EAP committee on a monthly basis as follows:

a. MEC EAP Chair/designee: One-hundred fifty (150.0) one-hundred (100.0) TFP per month. However, no more than seventy-five (75.0) TFP may be paid to any one individual without MEC approval. The MEC EAP Chair/designee may, during extended LOA, sick leave or vacation, delegate to a designee the responsibilities and pay assigned above. Any delegation will be for at least one full week at a time. Monthly payments and accruals will be prorated if necessary.

SECTION 28: DOMICILES

G. COMMUTER POLICY

The following sets forth the rules concerning a Flight Attendant who lives in another city and commutes to her/his assigned domicile on AAG operated flights, as a “registered commuter”. For purposes of this Section s/he will be referred to as “commuter”.

1. The rules set forth in this agreement apply only to Flight Attendants who register her/himself with the Inflight Department as a commuter.

a. A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight schedule or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the commuter city and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, California must designate Los Angeles as the commuter city and could commute from any one of the co-terminal cities.).

b. A commuter residing outside of a metropolitan area as described in 1.a., above, must designate the airport closest to her/his residence or another nearby airport with greater frequency to the Flight Attendant’s domicile served by the Alaska Airlines flight schedule or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff would designate Phoenix, Arizona as the commuter city.).

2. The commuter must make all reasonable efforts to arrive in their domicile or applicable co-terminal prior to their scheduled check-in time (i.e. one (1) hour prior to departure of the scheduled sequence). However, if two (2) consecutive scheduled flights from the commuter’s designated city to the domicile or applicable co-terminal are cancelled due to weather in the designated city or in the domicile or applicable co-terminal, mechanical problems, Company conveniences or the flights are significantly delayed (the second flight is posted at least thirty minutes (:30) or more late), and such flights would have arrived in
the domicile or applicable co-terminal thirty minutes (:30) prior to scheduled
check-in time, the Flight Attendant will notify Crew Scheduling prior to scheduled
check-in and Crew Scheduling will have the option of assigning the Flight
Attendant to any one of the following:
a. Allow the Flight Attendant to rejoin the Flight Attendant’s scheduled
sequence at the SIP or at a point mutually agreed upon between the Flight
Attendant and Crew Scheduling.
b. Give the Flight Attendant another sequence from the Flight Attendant’s
commuter city or a later sequence in the Flight Attendant’s domicile.
c. Assign the Flight Attendant as an APSB reserve in the designated commuter
city.
d. If the Flight Attendant is assigned as an APSB reserve under 2.c., above, and
not assigned a sequence within four (4) hours after being designated APSB
reserve, the Flight Attendant will be assigned to a sequence the following day
from the domicile city.
e. If the options above are not used by Crew Scheduling, the Flight Attendant
will be granted a personal leave for the Flight Attendant’s scheduled
sequence of flying. If the Flight Attendant is granted a personal leave, s/he
will be required to pick up “comparable Open Time” to replace the sequences
lost within thirty (30) days after the date of the personal leave. If the Flight
Attendant does not pick up Open Time within thirty (30) days, Crew
Scheduling will assign the Flight Attendant to “comparable Open Time” and
provide notification of the assignment.
f. If a Flight Attendant is not a registered commuter and receives a No-Show
for her/his flight, s/he will be released from any further scheduling obligation
for that sequence and subject to Section 32 [Attendance Policy]. However,
the Flight Attendant may be eligible for No Show Sequence Recovery per
Section 10.CC. [No Show Sequence Recovery...].
3. As used in 2.e., above, the term "comparable Open Time" will mean a four (4)
day for a four (4) day; a three (3) day for a three (3) day; a two (2) day for a
two (2) day; and a one (1) day for a one (1) day. In the event of a disagreement
as to comparability, the Director of Crew Scheduling or her/his designee will
make the final determination.
4. The commuter will not be compensated for the TFP lost due to the personal
leave. Flight Attendants will be compensated for the TFP actually flown if given
another sequence. If the Flight Attendant is assigned as an APSB reserve and not
used that day, the Flight Attendant will be credited one-tenth (0.1) TFP for each
six minutes (:06) of APSB up to a maximum of five (5) hours on APSB and
credited with five (5.0) TFP per duty period of APSB.
5. The Commuter Policy applies when a commuter is Junior Assigned.
6. Registered Commuters will be given boarding priority over Company employees
(and dependents) on pleasure travel and over all employees of other airlines on
Alaska Airlines mainline flights.

The following sets forth the provisions concerning a Flight Attendant traveling to work.

1. Air Commuting Policy
The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant who lives in another city and commutes to her/his domicile/co-terminal on AAG operated flights and who enrolls her/himself with the Inflight Department as a “registered air commuter”.

a. Registered Commuter City

i. A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight schedule or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the “registered commuter city” and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered commuter city and could commute from any co-terminal.)

ii. A commuter residing outside of a metropolitan area as described in 1.a.i., above, must designate the airport closest to her/his residence or another nearby airport with greater frequency to the Flight Attendant’s domicile served by the Alaska Airlines flight schedule or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff, AZ would designate PHX as the registered commuter city).

b. Commuter Policy recovery options in G.3., below, will be available for registered air commuters who have notified Crew Scheduling prior to the start of her/his scheduling obligation (e.g. prior to check-in for scheduled sequences, prior to the commencement of a reserve availability period, etc.) if two (2) consecutive scheduled flights from the registered air commuter’s designated registered commuter city to the domicile/co-terminal are:

i. Cancelled due to weather (either in the registered commuter city or domicile/co-terminal);

ii. Cancelled due to mechanical problem;

iii. Cancelled due to Company convenience; or

iv. Significantly delayed (the second flight is posted at least thirty minutes (30) or more late), and such flights would have arrived in the domicile or applicable co-terminal thirty minutes (30) prior to scheduled check-in time).

2. Ground Commuting Policy

a. The provisions set forth in this Agreement regarding ground commuting apply to all Flight Attendants (whether or not they are a “registered air commuter”), including Flight Attendants who have picked up out of domicile/co-terminal.

i. Ground commuting will encompass traveling to work by car (e.g. personal vehicle, liveried transport, shared ride service excluding car pool options,
etc.), public transportation (e.g. ferry, light rail/train, bus, etc.) or other
ground transport method (e.g. bicycle, etc.).

ii. In the case of an unanticipated ground commuting failure, a Flight
Attendant may utilize the Commuter Policy recovery options in G.3.,
below, provided that s/he calls Crew Scheduling at least one hour (1:00)
prior to scheduled check-in time (e.g. one hour (1:00) prior to the
commencement of APSB or two hours (2:00) prior to departure for
scheduled sequences) and submits dated proof to management within
seven (7) days of the event.

iii. Dated proof may include, but is not limited to, evidence of vehicle
breakdown or accident, light rail/train service interruption, screenshot of
SIG Alert, 511.org snapshots showing unplanned road closures. If proof
is not provided within seven (7) days, then the appropriate Attendance
Policy points will apply.

Example: A Flight Attendant who is stuck in traffic on a freeway that is
shut down for three hours (3:00) due to a mudslide while on the way to
work.

Example: A Flight Attendant who is stopped on the light rail for one hour
(1:00) due to a power outage while on the way to work.

b. A “registered air commuter” traveling to work from her/his registered
commuter city to her/his domicile/co-terminal using air transportation then
ground transportation to her/his domicile/co-terminal, may utilize the Ground
Commuting Policy if s/he experiences an unanticipated ground commuting
failure following her/his commuter flight, s/he contacts Crew Scheduling and
submits dated proof timely.

Example: A Flight Attendant’s report time is 3:00 PM out of BUR and s/he is
domiciled in LAX. The Flight Attendant chooses an AAG flight that departs
out of the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at
12:00 PM. An unexpected shutdown of a roadway prevents her/him reaching
BUR prior to the check-in time.

c. A registered air commuter traveling to work from her/his registered
commuter city who experiences a delay getting to the departure airport,
causing her/him to miss the two (2) flight requirement 1.b., above, may
utilize the Ground Commuting Policy if s/he contacts Crew Scheduling timely.

Example: A PDX Flight Attendant has a planned SEA-PDX air commute to
her/his domicile that is scheduled to arrive prior to start of her/his scheduling
obligation. S/he encounters an unanticipated road closure that causes a
significant traffic delay resulting in the FA missing her/his flight(s).

d. Normal heavy traffic and a car running out of gas due to inadequate
planning are not legitimate uses for the Ground Commuting Policy.
3. Commuter Policy Recovery Options

a. Lineholders or Reserves picking up on days off (hereafter referred to as “Lineholders” for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation. A Lineholder must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this Section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Lineholder to any one of the following:

i. Allow the Lineholder to rejoin the Lineholder's scheduled sequence at the SIP or at a point mutually agreed upon between the Lineholder and Crew Scheduling.

ii. Give the Lineholder another sequence from the Lineholder's registered commuter city, if applicable, or a later sequence in the Lineholder's domicile/co-terminal.

iii. Assign the Lineholder to APSB in her/his registered commuter city, if applicable.

iv. If the Lineholder is assigned to APSB under 3.a.iii., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Lineholder will be assigned a sequence the following day from the domicile city.

v. If the options above are not used by Crew Scheduling, the Lineholder will be granted a personal leave for the Lineholder's scheduled sequence of flying. If the Lineholder is granted a personal leave, s/he will be required to pick up “comparable Open Time” to replace the sequences lost within thirty (30) days after the date of the personal leave. If the Lineholder does not pick up Open Time within thirty (30) days, Scheduling will assign the Lineholder to “comparable Open Time” and provide notification of the assignment.

vi. If a Lineholder is not a registered air commuter and receives a No Show for her/his flight, s/he will be released from any further scheduling obligation to that sequence and subject to Section 32 [Attendance Policy]. However, the Lineholder may be eligible for No Show Sequence Recovery per Section 10.CC. [No Show Sequence Recovery...].

vii. As used in 3.a.v., above, the term "comparable Open Time" will mean an equal number of day(s) (e.g. a one (1) day for a one (1) day, three (3) day for a three (3) day, etc.) In the event of a disagreement as to comparability, the Director of Crew Scheduling or her/his designee will make the final determination.

b. Reserves or Lineholders picking up reserve days (hereafter referred to as “Reserves” for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation (e.g. prior to their reserve availability period if commuting by air, or prior to airport standby or scheduled check-in time for a scheduled sequence if commuting by ground). A Reserve must also adhere to the requirements for air or ground commuting, as appropriate, set forth
elsewhere in this Section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Reserve to any one of the following:

i. Reassign the Reserve or allow the Reserve to return to the LTFA list once the Reserve arrives in her/his domicile/co-terminal.

ii. Assign the Reserve to APSB in her/his registered commuter city, if applicable.

iii. If the Reserve is assigned to APSB under 3.a.iii., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Reserve will be required to report for their next reserve assignment in her/his domicile/co-terminal.

iv. If the options above are not used by Crew Scheduling, the Reserve will be granted a personal leave for the impacted day(s). If the Reserve is granted a personal leave, s/he will be required to work with Crew Scheduling to restore an equal number of reserve day(s) missed as a result of the personal leave. Such restoration must occur within thirty (30) days after the date of the personal leave. If the Reserve does not contact Crew Scheduling to restore such day(s) within thirty (30) days, Scheduling will assign reserve day(s) to the Reserve and provide notification of the assignment.

4. Flight Attendants will not be compensated for the TFP lost due to the personal leave granted as a result of commuting failure. Flight Attendants will be compensated for the TFP actually flown if given another sequence or reserve day(s), if applicable. If the Flight Attendant is assigned to APSB, the Flight Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of APSB up to a maximum of five hours (5:00) on APSB and credited with five (5.0) TFP per duty period of APSB.

5. Registered Air Commuters will be given boarding priority over Company employees (and dependents) on pleasure travel and over all employees of other airlines on Alaska Airlines mainline flights and on other airlines if applicable in accordance with current Company policy at the time of the commute.

H. SECURITY AND LIGHTING FOR PARKING AREAS

1. The Company will provide security and lighting in all parking areas designated as Flight Attendant parking areas at no charge to the Flight Attendant. Where permitted by Port Authority, a registered commuter whose commuter city is also a Flight Attendant domicile may elect to have parking at the commuter city instead of at her/his domicile. If the cost of the parking at the commuter city is more than at the domicile, the Flight Attendant will pay the difference.

2. A Flight Attendant may decline Company-provided parking and instead receive a flat rate allowance of seventy-five dollars ($75) per month regardless of domicile or whether s/he is a registered commuter or not. The allowance will be included in her/his paycheck and will be paid as taxable income.
ADDENDUM TO SECTION 28 DOMICILES

6. Can I change my registered commuter city?
Yes, in accordance with Section 28.G.1. [Commuter Policy]

7. Can registered “air” commuters and/or ground commuters use a Might Be Late?
Yes, registered “air” commuters and/or ground commuters may use the Might Be Late policy. Section 32.C.9. “Might Be Late” [Attendance Policy Definitions]

8. Are Horizon cities or flights covered in the commuter air commuting policy?
Yes, both Horizon (QX) and SkyWest (OO) as provided by the Agreement pursuant to Section 28.G.1. [Commuter Policy].

SECTION 29: PROFIT SHARING AND RETIREMENT

B. 401(K) COMPANY MATCH
The Company will match any Flight Attendant's pre-tax contribution to the 401(k) plan maintained by the Company, at the rate of one dollar ($1.00) for each one dollar ($1.00) contributed by the Flight Attendant, up to a maximum company contribution of seven and one-half percent (7.5%).

C. ACCELERATED VESTING
A Member will be fully vested and have a non-forfeitable interest in the balance credited to her/his Matching Contributions Account if:
1. The employee becomes medically disabled; or
2. The employee retires at or after age sixty-five (65); or
3. The employee retires at or after age sixty (60) with a minimum twelve (12) years of service with the Company Seniority, or at or after age sixty-one and one-half (61 ½) and a minimum of ten (10) years of service with the Company Seniority.

SECTION 32: ATTENDANCE POLICY

C. DEFINITIONS
9. Might Be Late (MBL)
When a Flight Attendant calls prior to check-in (at scheduled initial check-in time of the sequence) and reports that s/he might be late:

a. If the Flight Attendant scans in on time, or within five (5) additional minutes after her/his scheduled report time, after calling in MBL, no points will apply
Absences as described above will be recorded in the following manner:

<table>
<thead>
<tr>
<th>Occurrences</th>
<th>Points Assigned</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Show</td>
<td>3</td>
<td>C.1.</td>
</tr>
<tr>
<td>Late Report</td>
<td>1</td>
<td>C.2.</td>
</tr>
<tr>
<td>Reported Illness or Sick Leave On-Line Using Quarterly Point Reduction</td>
<td>0</td>
<td>C.3.</td>
</tr>
<tr>
<td>Reported Illness or Sick Leave On-Line after or without Using Quarterly Point Reduction</td>
<td>½ point per day or partial day on the sick list, with a maximum of 2½ points per single continuous occurrence.</td>
<td>C.4. and C.8.</td>
</tr>
<tr>
<td>Short Sick Call</td>
<td>2½</td>
<td>C.5.</td>
</tr>
<tr>
<td>Sick Leave On-Line After Scheduled Check-In</td>
<td>Additional ½ point to Sick Leave On-Line</td>
<td>C.6.</td>
</tr>
<tr>
<td>Sick Leave On-Line</td>
<td>½ point per day or partial day on the sick list, with a maximum of 2½ points per single continuous occurrence (unless reduced by Quarterly Point Reduction)</td>
<td>C.7. and C.8.</td>
</tr>
<tr>
<td>Might Be Late (M.B.L.) = (When FA does not scan-in and reports to gate or scan-in is more than 5 mins after scheduled report time)</td>
<td>½</td>
<td>C.9.</td>
</tr>
<tr>
<td>M.B.L. = (When scan-in is before scheduled report time or within the 5 min grace period)</td>
<td>0</td>
<td>C.9.</td>
</tr>
<tr>
<td>Failure to Report to Training Class</td>
<td>1</td>
<td>C.10.</td>
</tr>
<tr>
<td>JA with a doctor’s note</td>
<td>0</td>
<td>C.12.</td>
</tr>
<tr>
<td>JA without a doctor’s note</td>
<td>½ point per with a maximum of 2½ points per single continuous</td>
<td>C.12.</td>
</tr>
<tr>
<td>Management Drop</td>
<td>½ per day</td>
<td>C.14.</td>
</tr>
<tr>
<td>Unavailable for Contact</td>
<td>1½</td>
<td>C.15.</td>
</tr>
<tr>
<td>Late Arrival to an Aircraft</td>
<td>0 (performance issue)</td>
<td>C.16.</td>
</tr>
</tbody>
</table>
ADDENDUM TO SECTION 32 ATTENDANCE POLICY

MIGHT BE LATE

18. What is the advantage of using a Might Be Late?

The Company is in better position to avoid a delay. If you think you might be late and don’t use this option and subsequently are late for check-in, you will receive a Late Report (one (1) point). If you are late and Crew Scheduling subsequently replaces you with a Reserve, you will receive a No Show (three (3) points). Your call to Crew Scheduling regarding being late for your check-in will be considered a Might Be Late call. Alerting Crew Scheduling that you are on your way may help avoid a No Show. If the Flight Attendant scans in on time, or less than five (5) minutes after scheduled report time, after calling and has called in MBL, no points will apply per Section 32.C.9. “Might Be Late (MBL)” [Attendance Policy Definitions].

19. Once I call and say I might be late, what happens if I am late?

If the Flight Attendant proceeds directly to the gate or does not scan in on time, later than five (5) minutes after scheduled report time, points will apply pursuant to Section 32.C.2. “Late Report” or Section 32.C.1. “No Show” [Attendance Policy Definitions], as applicable.

If you scan in more than five (5) minutes after scheduled report time late or arrive late to the gate and Crew Scheduling has not replaced you with a Reserve, you will be assessed a Late Report (one (1) point). If you are not on board the aircraft before being replaced by another Flight Attendant, Reserve or Inflight manager assigned to the sequence (excluding pre-boarding) then you will be charged with a No Show and receive three (3) points. You must contact Crew Scheduling to let them know when you have arrived to avoid being replaced.

SECTION 35: DURATION

This Joint Collective Bargaining Agreement, except as otherwise specifically stated, will become effective upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement and will continue in full force and effect through December 17, 2021, and shall renew itself without change until each succeeding December 17 thereafter, unless written notice of intended change is served in accordance with Section 6, Title 1 of the Railway Labor Act, as amended by either party hereto, at least sixty (60) days prior to December 17, 2020, or any December 17th thereafter.

The parties agree to engage in Section 6 negotiations for a period of twelve (12) months; if no tentative agreement has been reached at the end of twelve (12) months, the parties will jointly request mediation under the auspices of the National Mediation Board.
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/______________________________
Sara Nelson                Jeff Butler
International President   Vice President, Inflight & Call Center Svcs

/s/______________________________  /s/______________________________
Jeffrey Peterson           Greg Mays
Master Executive Council President   Vice President, Labor Relations

/s/______________________________  /s/______________________________
Jennifer Wise MacColl       Elizabeth Ryan
Negotiating Committee Member   Managing Director, Labor Relations

/s/______________________________  /s/______________________________
Jamie Cogen                 Emily Kimmel
Negotiating Committee Member   Manager, Labor Relations

/s/______________________________
Lindsey Steele
Negotiating Committee Member

/s/______________________________
Paula Mastrangelo
Senior Staff Negotiator