

1 **LETTER OF AGREEMENT**

2 **by and between**

3 **ALASKA AIRLINES, INC.**

4 **and the**

5 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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7 **LEGACY VIRGIN AMERICA FLIGHT ATTENDANT TRANSITION AGREEMENT 2018**

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

12 WHEREAS, the Company is in the process of executing a merger of Legacy Virgin America Airlines ("L-  
13 VX") Flight Attendants with the Legacy Alaska Airline's ("L-AS") Flight Attendant work group which  
14 requires a negotiated transition and merger agreement with the Association;

15 WHEREAS, the Company and the Association have negotiated a Joint Collective Bargaining Agreement  
16 ("JCBA") during the Virgin America and Alaska Airlines merger negotiations which requires temporary  
17 transitional provisions for the L-VX Flight Attendants;

18 WHEREAS, the Company and the Association have negotiated transition provisions that will pertain to  
19 the L-VX Flight Attendants and that are not related to the JCBA;

20 NOW, THEREFORE, the parties agree:

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22 **I. LETTER OF AGREEMENT DEFINITIONS**

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24 **DOR (Date of Ratification):** The date of the ballot count of the AFA Alaska Airlines-Virgin  
25 America Merger Agreement ("Merger Agreement") affirming that the Merger Agreement and related  
26 Agreements have been ratified.

27 **L-AS ("Legacy" Alaska Airlines):** Refers to all Flight Attendants who were Alaska Airlines Flight  
28 Attendants prior to January 11, 2018 or who were hired into the "AS Boeing partition".

29 **L-VX ("Legacy" Virgin America):** Refers to all Flight Attendants who were either hired by Virgin  
30 America Airlines or hired into the "AS Airbus partition".

31 **JCBA (Joint Collective Bargaining Agreement):** JCBA effective DOR through December 17,  
32 2021

33 **ITL (Inflight Team Leader):** Inflight Team Leader

34 **JCTE (Jeppesen Crew Tracking Enterprise):** The date upon which all L-AS and L-VX Flight  
35 Attendants are integrated into the JCTE software platform and combined on all pay, scheduling,  
36 and crew tracking systems.

37 **Full Integration:** The first day of the bid month in which L-AS and L-VX Flight Attendants fly  
38 together as integrated crew members and all provisions of the JCBA will apply to L-VX Flight  
39 Attendants.

40 **Work Rules:** Virgin America Work Rules v.5, as amended.

41 **Playbook:** Virgin America Interim Playbook 2017, as amended.

42 **L-VX JCBA Implementation Timetable Letter of Agreement:** Spreadsheet table which  
43 indicates each provision in the JCBA and the date upon which it applies to the L-VX Flight  
44 Attendants.

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46 **II. L-VX FLIGHT ATTENDANTS TRANSITIONING ONTO THE L-AS JCBA**

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47  
48 The below JCBA provisions will apply to the L-VX Flight Attendants as provided below during the  
49 transition period prior to Full Integration. Unless a JCBA provision is noted as being effective at  
50 DOR, the applicable Work Rule provision(s) will apply to the L-VX Flight Attendant until the  
51 indicated effective date of the JCBA provision(s). The implementation effective dates of the JCBA  
52 provisions are noted below and in the L-VX JCBA Implementation Timetable. At Full Integration, all  
53 provisions of the JCBA will apply to the L-VX Flight Attendants except for the 480 provisions  
54 outlined in "480 Provisions in the JCBA and their Applications to L-VX FAs" below.

55  
56 **L-VX JCBA Implementation Timetable**

57 The L-VX JCBA Implementation Timetable indicates the effective date of each provision of the JCBA  
58 and the date or operational milestone on which the provision will apply to the L-VX Flight  
59 Attendants. The Implementation Timetable is contained in the AFA Alaska Airlines-Virgin America  
60 Merger Agreement.

61  
62 **480 Provisions in the JCBA and their Applications to L-VX FAs**

63 A. All 480 provisions will not affect any benefits for L-VX Flight Attendants until the calendar year  
64 commencing on January 1, 2021. The 480 qualification period will commence on January 1,

65 2020, for application beginning January 1, 2021, and will be in accordance with the JCBA for all  
66 applications listed below in the JCBA:

- 67 1. Section 13.D.6. Uniforms
- 68 2. Section 16.L.4. Vacation
- 69 3. Section 23.B.1–4. Eligibility for Insurance
- 70 4. Section 32.G.4. Attendance

71 32 Addendum #26 – Record Improvement

## 72 **Section 7: Probation**

- 73 A. No L-VX Flight Attendant will have her or his probationary period modified except as provided  
74 for in 7.A. of the JCBA.
- 75 B. A L-VX Flight Attendant on probation as of DOR will not be held to the requirement as outlined  
76 in 7.G. of the JCBA.

## 78 **Section 9: Junior Available and Premium Open Time**

- 79 A. Section 9.E.2.  
80 Premium Open Time will apply DOR. The Company may assign a premium of one and one-half  
81 times (1.5x) pay based on the provisions in the Work Rules.

## 82 **Section 11: Reserve**

- 83 A. Reserve Premium
- 84 1. Section 11.G.2. will apply in the following application:
  - 85 a. The Company will do a “lookback” to January 1, 2018, in order to calculate the  
86 compensation a Reserve would have made under the following provisions:
    - 87 i. Reserve Premium of two dollars and eighty-three cents (\$2.83) (TFP conversion  
88 equivalent) per block hour flown as a Reserve.
    - 89 ii. One-hundred dollars (\$100.00) Reserve Longevity Stipend provided for in the Work  
90 Rules.
  - 91 b. A Reserve will receive the greater of what s/he would have earned under the Reserve  
92 Premium or the Reserve Longevity Stipend on a month-by-month basis retroactively.
  - 93 c. Effective DOR, the Company will do the calculation in 1.a., above and the Reserve will  
94 receive the greater of either the Reserve Premium or the Reserve Longevity Stipend on  
95 a month-by-month basis until Full Implementation.
  - 96 d. The Reserve Premium will be paid to any Flight Attendant who has flown block hours on  
97 a day of reserve availability.
- 98 B. Reserve Compensation
- 99 1. Effective DOR, Section 11.G.1. will apply in the following application:

- 100 a. A Reserve's minimum guarantee will be four and three-tenths (4.3) block hours per day  
101 of reserve availability multiplied by the number of reserve days per month.  
102

### 103 **Section 13: Uniforms**

- 104 A. All provisions of Section 13: Uniforms of the Alaska JCBA will apply at DOR except for provisions  
105 13.B. and D. of Section 13 [Uniforms].
- 106 B. The Company will provide, at no charge to the Flight Attendant, all initial transition uniform  
107 pieces for the L-VX Flight Attendants including luggage, if required.
- 108 C. The \$200.00 annual stipend the L-VX Flight Attendants currently receive will remain in effect  
109 until the implementation of the Alaska "Luly Yang" Flight Attendant uniform. At such time, the  
110 provisions of 13.B. and 13.D. of the JCBA will apply.
- 111 D. The monthly \$30.00 dry-cleaning stipend will remain in effect for L-VX Flight Attendants until  
112 the implementation of the Alaska "Luly Yang" Flight Attendant Uniform.
- 113 E. State of Alaska Flying: If L-VX Flight Attendants perform any flying into or within the state of  
114 Alaska, the Company will provide the outerwear appropriate for the climate in accordance with  
115 the L-AS Flight Attendant Manual (FAM).
- 116 F. The L-VX Flight Attendant red dress uniform piece may be turned in to the Company in  
117 exchange for uniform credit. The Flight Attendant will be credited \$100.00 per dress, maximum  
118 of two (2), and may use that credit to purchase other uniform pieces through the uniform  
119 vendor.  
120

### 121 **Section 14: Vacations**

- 122 A. For the 2019 vacation bid, L-VX Flight Attendants will bid in October, 2018, for vacation in 2019  
123 in accordance with the Work Rules. They will accrue for vacation used in 2019 in accordance  
124 with the Work Rules. Only L-VX Flight Attendants will participate in that vacation bid.
- 125 B. In order to align the L-VX Flight Attendants with the JCBA vacation provisions, L-VX Flight  
126 Attendants will also accrue vacation for use in 2020 in accordance with Section 14.A. of the  
127 JCBA Vacation Accrual Schedule during the 2019 calendar year.
- 128 C. Effective for vacation in 2020, L-VX and L-AS Flight Attendants will participate in a combined  
129 vacation bid in October, 2019.  
130

### 131 **Section 15: Leaves of Absence**

- 132 A. The provisions of Section 15 of the JCBA, including maternity extension per 15.D.6. of the JCBA  
133 will apply to all L-VX Flight Attendants effective DOR except as provided below.

- 134 1. The below provision of the JCBA will apply at JCTE:  
135 a. Section 15.I. Return to Work Following A Leave of Absence.  
136 2. The below provisions of the JCBA will apply at Full Integration:  
137 a. Section 15.C. Medical Leave of Absence  
138 b. Section 15.K. Short Term Disability  
139 c. Section 15.M. Leaves With Coordination of Sick Leave or Vacation/Longevity PTO  
140 d. Section 15.O. Workers' Compensation  
141 3. The L-VX Leaves of Absence provisions governing Medical Leave of Absence, Short Term  
142 Disability and Workers' Compensation of the Work Rules will apply to L-VX Flight Attendants  
143 until Full Integration. The L-VX provisions governing a Flight Attendant's return from a  
144 leave will be in effect until JCTE.
- 145 B. The continuous period calculation for the provisions of 15.C.2. will commence on DOR for L-VX  
146 Flight Attendants. Any L-VX Flight Attendant on a medical leave of absence at DOR will not  
147 have any time spent on a medical leave prior to DOR added into the calculation of 15.C.2..  
148 C. FMLA: At DOR, the standard for FMLA qualification used for the L-AS Flight Attendants will be  
149 applied retroactively to all L-VX Flight Attendant. The Company shall complete a twelve (12)  
150 month "lookback" effective DOR to determine if L-VX Flight Attendants qualify for FMLA.  
151 D. Any L-VX Flight Attendants on a medical, maternity or extended maternity leave of absence  
152 prior to Full Integration will maintain their eligibility for insurance benefits at the active  
153 employee contribution rate for the duration of the leave until after Full Integration at which  
154 time they will be subject to the full provisions of the JCBA.  
155

## 156 **Section 16: Sick Leave**

157 Effective upon Full Integration, Sick Leave banks will be established for all L-VX Flight Attendants  
158 and each L-VX Flight Attendant will continue to accrue Sick Leave in accordance with the provisions  
159 below.

### 160 A. Creating a Sick Leave Bank for PeopleSoft Administrative Purposes

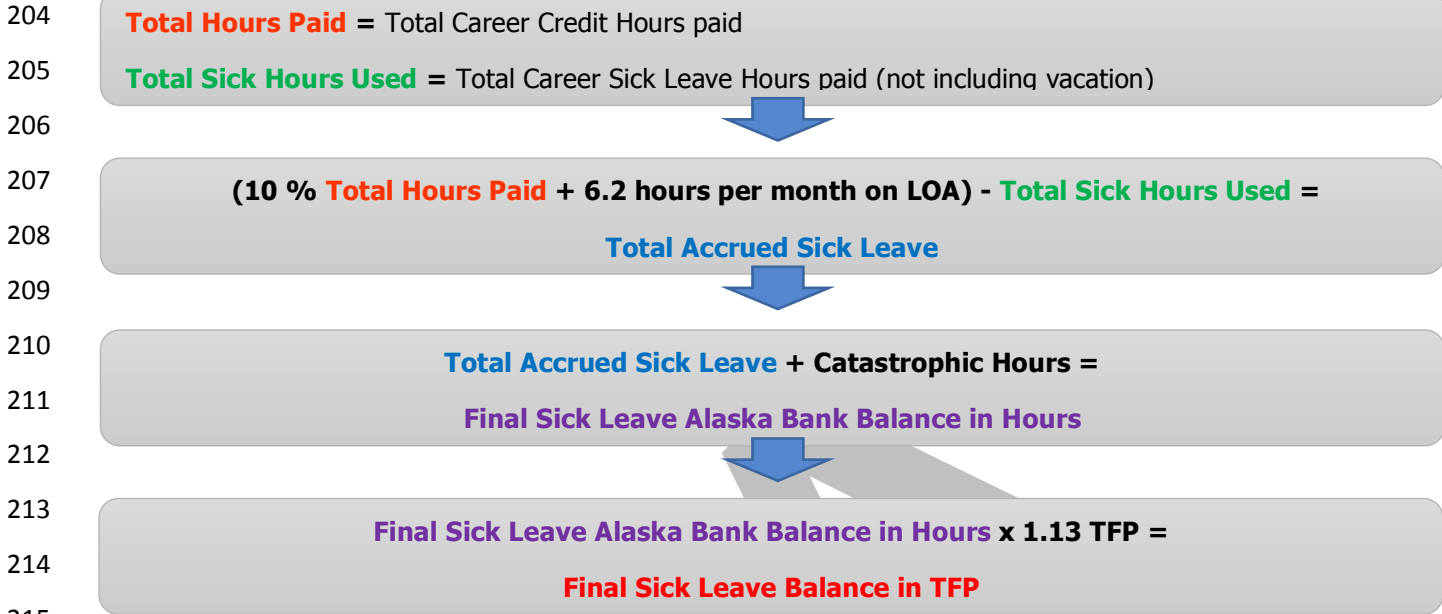
161 The Company will use the L-VX Flight Attendant Catastrophic Sick Leave Bank balance to populate  
162 an accrual bank for use during an approved Medical Leave of Absence. Beginning January 1, 2018,  
163 each day already accrued will be converted to three and one-half (3.5) hours and Flight Attendants  
164 will accrue one and three-quarters (1.75) hours of Catastrophic Sick Leave per month (0.875 hour  
165 per pay period) up to a cap of one-hundred and five (105) hours.

### 166 B. Remaining on L-VX Sick Leave Policy through Implementation of Full Integration

- 167 1. Notwithstanding the creation of the Sick Leave Bank in A., above, L-VX Flight Attendants will  
168 remain under the L-VX Sick Leave Policy as outlined in the Work Rules. No Sick Leave

- 169 usage will be deducted from a Flight Attendant's PeopleSoft Sick Leave Banks except for  
170 Catastrophic Sick Leave used while on a Medical Leave of Absence.
- 171 2. Sick calls not related to Medical Leaves of Absences will not be debited from the above  
172 PeopleSoft sick leave bank and will be paid in accordance with the Work Rules.
- 173 C. Establish Final Sick Leave Bank Balance at Full Integration
- 174 Each L-VX Flight Attendant's "Alaska Airlines Sick Leave Bank balance" will be calculated on the  
175 first day of the bid month following the implementation of JCTE. The below method will be  
176 followed to establish each individual Flight Attendant's Sick Leave Bank.
- 177 1. The Company will do a "lookback" for each L-VX Flight Attendant and calculate the  
178 following:
- 179 a. Career-total credit hours paid up through implementation of JCTE minus any paid Sick  
180 Leave credit, calculated in 1.b. below, to mirror the Alaska practice of not accruing Sick  
181 Leave on paid Sick Leave.
- 182 b. Career-total credit hours paid in Sick Leave through implementation of JCTE. Vacation  
183 utilized as Sick Leave will not be included in this calculation.
- 184 2. Each L-VX Flight Attendant's final individual Sick Leave Bank balance will be determined  
185 using the below calculation:
- 186 a. The total possible Sick Leave Bank balance will be determined by calculating ten percent  
187 (10%) of the career-total credit hours paid, plus six and two-tenths (6.2) block hours  
188 (equivalent of seven (7) TFP) for any month on a leave of absence, minus any Sick  
189 Leave hours paid as determined in C.1.a., above.
- 190 b. The actual Sick Leave Bank balance will be determined by taking the total possible Sick  
191 Leave bank balance in C.2.a., above, and subtracting the career-total Sick Leave credit  
192 hours paid in C.1.b., above.
- 193 c. Any hours remaining in a L-VX Flight Attendant's Catastrophic Sick Leave Bank  
194 (converted at three and one-half (3.5) hours per day) in PeopleSoft will be added to the  
195 balance in C.2.b., above.
- 196 d. All hours in the bank balance in C.2.c., above, will be converted to TFP using one and  
197 thirteen-tenths (1.13) TFP/Block Hour. This TFP balance will be the L-VX Flight  
198 Attendant's new Sick Leave Bank for the purposes of the Alaska Sick Leave Policy, JCBA,  
199 Section 16, subject to II.D., below.
- 200 D. Effective upon Full Integration, L-VX Flight Attendants will no longer be under the Sick Leave  
201 Program outlined in the Work Rules. They will be subject to the Section 16: Sick Leave  
202 Provisions in the JCBA.

203 E. Sick Leave Bank Calculation Schematic



217 **Section 21: Compensation**

- 218 A. The JCBA Rates of Pay will apply, as amended by the "VX Red Circle" Letter of Agreement, on
- 219 DOR. The Rates of Pay will be retroactive to January 1, 2018.
- 220 B. Section 21.G. "A" Pay
- 221 "A" Pay will apply in accordance with the ITL Transition Provision Below.
- 222 C. Section 21.H. Holiday Pay: Holiday Pay Premium of two times (2x) block will apply effective
- 223 DOR, and retroactively to January 1, 2018, to include the New Year's Day Holiday.
- 224 D. Section 21.J.2. Actual Flight Time Exceeding Scheduled Flight Time
- 225 1. Effective DOR, L-VX Flight Attendants will be paid the greater of actual or scheduled block
- 226 time on a segment-by-segment basis.
- 227 2. The greater of actual or scheduled block time on a segment-by-segment basis will be
- 228 calculated for the flights worked by individual L-VX Flight Attendants retroactive to the first
- 229 day of the bid month of DOR. The difference in compensation calculated under 21.J.2. and
- 230 that paid under the Virgin America Inflight Work Rules calculating monthly scheduled and
- 231 actual duration will be paid to the L-VX Flight Attendant.
- 232 E. Section 21.L. Deadhead Pay
- 233 Effective DOR, any Flight Attendant who deadheads on a flight at the Company's request will
- 234 receive one-hundred percent (100%) block hour credit for pay purposes. This provision will be
- 235 retroactive to the first day of the bid month of DOR.

- 236 F. Section 21.R. Productivity Premium Program (formerly QPP): L-VX Flight Attendants will remain  
237 on the Incentive Pay provision outlined in the Work Rules until Full Integration.
- 238 G. Section 21.T. The below Sit Time provisions will apply effective DOR:
- 239 1. Section 21.T.1. Scheduled or actual ground time in excess of two (2) hours between flights  
240 in the same duty period will be paid an additional one (1) ~~block-hour~~ TFP equivalent (fifty-  
241 three block-minutes (0:53)). Sit pay will also apply to first flight of the day if there is an  
242 actual delay in excess of two (2) hours prior to the departure of the first flight of the day.
- 243 2. Section 21.T.3. Sit Pay will be paid above a Reserve's guarantee.
- 244 3. Section 21.T.4. Sick Leave, pay protection and/or premium pay will not be paid on Sit Pay.
- 245

## 246 Section 22: Expenses

- 247 A. 22.A. Per Diem. Effective DOR, per diem will be two dollars and fifty cents (\$2.50) per hour  
248 away from domicile. This per diem rate will be retroactive to January 1, 2018.
- 249

## 250 Section 26: Association Security

- 251 A. The monthly Association dues obligation outlined in Section 26: Association Security will apply  
252 to L-VX Flight Attendants effective on the third full month following DOR.

## 253 Section 28: Domiciles

- 254 B. Section 28.A.9. [Voluntary temporary base trade (swap)] will apply to L-VX Flight Attendants  
255 effective DOR. However, L-VX Flight Attendants may only swap domiciles with other L-VX  
256 Flight Attendants.
- 257 C. Section 14.L. allowing Flight Attendants to carry their awarded vacation with them during the  
258 term of the base swap will apply for the duration of the base swap.
- 259

## 260 Section 29: Profit Sharing and Retirement

- 261 A. 401(k) Company Match
- 262 1. L-VX Flight Attendants will be transitioned over to the L-AS 401(k) Plan with the seven and  
263 one-half percent (7.5%) Company Match effective DOR plus three (3) months.
- 264

## 265 Section 30: Training: Boeing Transition Training

- 266 A. Bidding for Classroom Training
- 267 1. All active Flight Attendants will bid electronically for training dates.
- 268 2. Transaction training will take place from July 2018 thru October 2018.
- 269 3. The training date will be bid on a monthly basis.



- 270 4. Bidding will open by 2000 SFO time on the twenty-first (21<sup>st</sup>) calendar day of the month  
271 prior and will close at 0900 SFO time on the twenty-seventh (27<sup>th</sup>) calendar day of the  
272 month prior.
- 273 5. Training will be awarded in inflight base seniority order. If training is not offered in a Flight  
274 Attendant's domicile, training will be awarded in accordance with §30.A.3.d of the CBA.
- 275 6. If not enough Flight Attendants bid for the available training events per month, FLICA will  
276 assign events in reverse seniority order so all events are filled to capacity.
- 277 7. FLICA will not award a training event that conflicts with a pre-planned absences (vacation,  
278 recurrent training, etc.)
- 279 8. Students enrolled in Initial Training classes will be awarded training in the following ways:  
280 a. Will be included in the next monthly transition training bid; or  
281 b. Awarded any remaining training dates in the published month so as not to violate  
282 seniority of any other Flight Attendant.
- 283 B. Trading of Training
- 284 1. After training dates are awarded, Flight Attendants may trade their dates using FLICA with  
285 another Flight Attendant from the same base, and only with Flight Attendants who are  
286 scheduled to attend during the same month.
- 287 2. Transition Training trading will open by 2000 SFO time on the twenty-eighth (28<sup>th</sup>) of the  
288 month prior. The trade needs to be submitted no later than seven (7) calendar days prior  
289 to the training class date.
- 290 3. To submit a Transition Training Trade:
- 291 a. From FLICA, go to the "Transition Trades" folder; click "submit or view requests"  
292 b. At the top of the next screen, click the "Other" button  
293 c. Type a brief text request that must include all of the following information:  
294 i. The date of your scheduled Transition Training;  
295 ii. The date you want to trade to (i.e., the date the other teammate was scheduled  
296 for);  
297 iii. The ID # of the Flight Attendant with whom you are trading.  
298 d. Click to submit request.
- 299 4. Both Flight Attendants must submit requests in FLICA for the trade to be approved. Flight  
300 Attendants may trade their vacation on top of previously awarded training dates subject to  
301 vacation trading deadlines. If such transaction is completed, the Flight Attendant is still  
302 required to attend training. The Flight Attendant will be paid for both vacation and training  
303 on any overlapping days.
- 304

**Section 32 – Attendance Policy**

- 305
- 306 A. L-VX Flight Attendants will transition to the Attendance Policy program contained in Section 32:  
307 Attendance Policy of the JCBA upon Full Integration.
- 308 B. Each L-VX Flight Attendant's points balance from the L-VX Reliability Program will transfer to  
309 the Alaska Section 32: Attendance Policy program and those provisions will be effective upon  
310 Full Integration.
- 311 C. Prior to the balances transferring to the Alaska Attendance Policy program, the Company will  
312 review all accounts to ensure that the following has been accomplished:
- 313 1. All points associated with a FMLA sick call will be removed.
- 314 2. All points which would expire under the L-VX Reliability Program by the date of transfer to  
315 the L-AS system will be removed.
- 316 D. Effective with date of the transition, all L-VX Flight Attendants will receive a credit of two (2)  
317 attendance points applied to their point balance, which may result in up to two (2) bank point.
- 318 E. After the transition to the L-AS Policy, any points assessed to a L-VX Flight Attendant under the  
319 L-VX Reliability Program will be removed twelve (12) months from their accrual date(s). This  
320 will be accomplished any time a Flight Attendant is subject to any Attendance Policy Disciplinary  
321 Action. The Performance Supervisor will review the Flight Attendant's attendance record and  
322 remove any points twelve (12) months or older assessed under the L-VX Reliability Program  
323 prior to taking disciplinary action. Points assessed under the L-AS Policy will be governed by  
324 the roll-off provision contained in that policy.

325

**Section 32: Attendance Policy Points System**

<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	C.1.
<u>Late Report</u>	1	C.2.
Reported Illness or Sick Leave On-Line Using Quarterly Point Reduction	0	C.3.
Reported Illness or Sick Leave On-Line after or without Using Quarterly Point Reduction.	½ point per day or partial day on the sick list, with a maximum of 2½ points per single continuous occurrence.	C.4. and C.8.
Short Sick Call	2½	C.5.
Sick Leave On-Line After Scheduled Check-In	Additional ½ point to Sick Leave On-Line	C.6.
Sick Leave On-Line	½ point per day or partial day on the sick list, with a maximum of 2 ½ points per single continuous occurrence (unless reduced by Quarterly Point Reduction)	C.7. and C.8.
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	½	C.9.
M.B.L. - When scan-in is before scheduled report time or within the 5 min grace period	0	C.9.
Failure to Report to Training Class	1	C.10.
JA with a doctor's note	0	C.12.
JA without a doctor's note	½ point per with a maximum of 2½ points per single continuous	C.12.
Management Drop	½ per day	C.14.
Unavailable for Contact	1 ½	C.15.
Late Arrival to an Aircraft	0 (performance issue)	C.16.

326

327 **Section 33 – Charter Compensation**

328 2. Section 33.C.1. Charter Pay of two times (2x) block credit will apply at DOR to any charter trip.

329

330 **Section 34 – Hotels**

331 Section A.1. and A.2. effective DOR all newly sourced hotels will be required to meet these provisions.

332 Effective upon Full Implementation, all existing hotels must meet the provided standards.

333

334 **III. L-VX INTEGRATION TRANSITION ISSUES – NOT ADDRESSED IN THE JCBA**

335

336 The below provisions, which are not contained in the JCBA, will apply to the L-VX Flight  
337 Attendants on the effective dates indicated and as provided below during the transition period  
338 and prior to Full Integration.

339

340 **Maintaining L-VX and L-AS Partition**

341 A. Separation of Groups

342 Until Full Integration, the Company will maintain separate flight operations with regard to L-VX and  
343 L-AS Flight Attendants. During this period of separate operations, the Company shall provide  
344 the following protections:

- 345 1. The Company will not utilize in its flight operations of one partition, a Flight Attendant from  
346 the other partition
- 347 2. No Flight Attendant of either L-VX or L-AS shall fly as a crewmember on an aircraft in the  
348 fleet of the other partition. The "Fleet" of each airline shall be defined to include all aircraft  
349 in the service of or stored by the pre-merger airline, or on order or option by the airline, as  
350 of April 1, 2016. In addition, L-VX Flight Attendants will not fly on Boeing aircraft and L-AS  
351 Flight Attendants will not fly on Airbus aircraft except for purposes of Transition Training  
352 and deadheading.
- 353 3. The Company will not open a new Flight Attendant domicile in any location in which either  
354 Alaska Airlines or Virgin America had an existing Flight Attendant domicile as of January 1,  
355 2018.

356

357 **Operational Assignment**

358 A. In the event a L-VX Flight Attendant is operationally assigned per the Work Rules in Chapter 7,  
359 Section C.4., the premium of 10.G.5.b. [\$10 per block hour of the trip operationally assigned]  
360 will be changed to the provision below.

361 B. Effective DOR, any L-VX Flight Attendant operationally assigned a trip will be paid one and a  
362 half times (1.5x) the value of the trip in block hours.  
363

### 364 Seniority

365 A. Seniority for Flight Attendants in L-VX Inflight supervisor or other non-flying duty positions  
366 directly related to the Flight Attendant duties at DOR will have their seniority addressed as  
367 follows:

368 1. If her/his service as a L-VX Inflight supervisor or other non-flying duty positions directly  
369 related to the Flight Attendant duties was longer than or equal to h/his service as a L-VX  
370 Flight Attendant, s/he will continue to retain, but not accrue seniority.

371 2. If her/is service as a L-VX Inflight supervisor or other non-flying duty positions directly  
372 related to the Flight Attendant duties was less than her/his service as a L-VX Flight  
373 Attendant, then s/he will continue to accrue seniority until such time her/his total tenure as  
374 a supervisor or other non-flying duty positions directly related to the Flight Attendant duties  
375 (L-VX and AS) is equal to her or his service as a L-VX Flight Attendant, at which point s/he  
376 will retain but not accrue seniority.

377 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and  
378 has been a L-VX Inflight supervisor for two (2) years. At DOR s/he may only accrue  
379 seniority for one (1) more year. S/he may then retain that seniority, but s/he will no longer  
380 accrue unless s/he transfers back as an active Flight Attendant.

381 3. Under no circumstance will a L-VX Inflight supervisor or other non-flying duty positions  
382 directly related to the Flight Attendant duties have her/his seniority accrual negatively  
383 adjusted at DOR.

384 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and  
385 has been a L-VX Inflight supervisor for seven (7) years. At DOR s/he will retain the ten (10)  
386 years of seniority but no longer accrue seniority unless s/he transfers back as an active  
387 Flight Attendant.

388 4. For the limited purposes of this seniority integration agreement, "L-VX Inflight supervisor or  
389 other non-flying duty positions directly related to Flight Attendant Duties" will include  
390 Catering, Inflight Policy and Procedures and Flight Attendant Training management. The  
391 inclusion of the above positions will remain in effect provided that they continue to report to  
392 the Inflight division following full operational integration.

393 B. Seniority protocol for L-VX employees holding a seniority number on the certified Integrated List  
394 (ISL) who are neither L-VX Flight Attendants nor hold L-VX Inflight supervisory or other non-flying  
395 duty positions directly related to the Flight Attendant duties.

- 396 1. L-VX employees holding a position on the certified Integrated Seniority List (ISL) who are not  
397 Flight Attendants at DOR and who are not L-VX Inflight supervisors or who hold other non-  
398 flying duty positions directly related to Flight Attendant duties will have six (6) months from  
399 DOR to transfer back as an active Flight Attendant or to an Inflight supervisory or other non-  
400 flying duty position directly related to Flight Attendant duties; otherwise s/he will be removed  
401 from the seniority list. S/he will be subject to the provisions of A.1-3., above, during this six (6)  
402 month period.
- 403 C. Respecting the partitions between L-AS and L-VX prior to Full Implementation
- 404 1. A L-AS Flight Attendant may not transfer into the L-VX partition to occupy a L-VX Flight  
405 Attendant position. Likewise, a L-VX Flight Attendant may not transfer into the L-AS  
406 partition to occupy a L-AS Flight Attendant position.
- 407 2. A L-VX employee on the L-VX Flight Attendant Seniority List who works in the capacity of a  
408 Flight Attendant, manager, supervisor or individual involved in Flight Attendant duties as  
409 described in A., above, may transfer to a non-Flight Attendant position described in A.,  
410 above, on the L-AS partition and remain on the L-VX seniority list in accordance with this  
411 section. That individual may transfer back into the L-VX partition as a Flight Attendant.
- 412

#### Ability to Trade Trips Below Seventy (70) Block Hours

- 413
- 414 A. *Effective DOR, the Work Rules Chapter 7.B.2.d.iii. will be amended as indicated below:*
- 415 d. *A request will not be approved if it would result in any of the following:*
- 416 i. *A violation of any FAR.*
- 417 ii. *A violation of any InFlight Work Rule.*
- 418 iii. *A projected credit of less than 70 hours ~~or more than 135 hours~~ for the bid period.*
- 419 *However, Flight Attendants may trade trips with other Flight Attendant (Lineholders, and*
- 420 *reserves on their days off and within the established parameters) such that her/his*
- 421 *projected credit is less than 70 hours. However, Flight Attendants may not initiate a*
- 422 *trade which would put their projected credit below fifty (50) hours.*
- 423 B. *Chapter 9.C.2.a.ii. will be amended as indicated below:*
- 424 2. *SCHEDULING PERSONAL DAYS:*
- 425 ii. *An ITM Flight Attendant may ask to use a personal day on a scheduled day off, by*
- 426 *submitting the request via FLICA before the last day of the bid period.*
- 427 a. *An ITM who adds a personal day to a scheduled day off after the bid has been*
- 428 *awarded may have the personal day returned to his/her bank by emailing*
- 429 *[occ.stp@virginamerica.com](mailto:occ.stp@virginamerica.com) [vxocc.inflight@alaskaair.com](mailto:vxocc.inflight@alaskaair.com) provided that all of the*
- 430 *following conditions are met:*
- 431 i. *The date the personal day was placed on has not yet passed.*

432                   ii. The teammate will maintain at least ~~70~~ 50 hours of credit upon removal of the  
433                   personal day.

434 C. Appendix K: Glossary Definitions

435 APPENDIX K: GLOSSARY

436 **Minimum Monthly Credit Requirement** – The minimum credit value an ITM must maintain  
437 within the bid month, as set by the Manager of CSS and InFlight Leadership. The Minimum  
438 Monthly Credit Requirement is ~~70~~ 50 hours within a bid period. Trades, drops, or swaps that  
439 drop an ITM below the Minimum Monthly Credit Requirement will not be approved.

440

#### 441 **Personal Day Cash-Out**

442 Any accrued and unused Personal Days will be paid out as of JCTE at a rate of three and one-half  
443 (3.5) block hours per day. Until JCTE, Flight Attendants will continue to accrue Personal Days in  
444 accordance with the Playbook.

445

#### 446 **Show/No Go**

447 If a Flight Attendant reports to the airport and his/her flight assignment is cancelled, then s/he will  
448 be paid "show/no go" pay valued at ~~three and thirty nine hundredths (3.39) block hours two hours~~  
449 and thirty-nine minutes (2:39). Such compensation shall be paid toward the guarantee and shall  
450 be in addition to any other compensation for the cancelled assignment.

451

#### 452 **JCTE Cutover**

- 453 A. In order to facilitate the addition of the L-VX Flight Attendants onto JCTE for purposes of Full  
454 Integration. The month prior to Full Implementation shall be referred to as the "cutover  
455 month" and the last five (5) days of the cutover month shall be referred to as the "cutover  
456 period" The following timeline will apply:
- 457 1. In the cutover month, L-AS and L-VX Flight Attendants will bid in Navblue for the first full  
458 month of integration under all applicable JCBA provisions and following the L-AS bidding  
459 schedule. Bids will be awarded based on the ISL.
  - 460 2. On the 10<sup>th</sup> of the cutover month, L-VX Flight Attendants will have any trips that touch the  
461 last five (5) days of the cutover month frozen to allow for in-tracking of overlapping trips,  
462 this will be referred to as the "cutover period".
  - 463 3. On the 14<sup>th</sup> of the cutover month, L-VX Flight Attendants may continue to trade any cutover  
464 month trips (excluding trips touching the "cutover period") in FLICA.
  - 465 4. On the 15<sup>th</sup> of the cutover month for Flight Attendant to Flight Attendant trades, and on the  
466 16<sup>th</sup> , L-VX Flight Attendants may trade for trips operating in the Full Integration month,  
467 (excluding trips touching the "cutover period") in JCTE under all applicable JCBA timelines  
468 and provisions.

- 469 B. L-VX Open Time for the "cutover month" (prior to Full Integration month) will be blocked from  
470 picking up or trading electronically for any trip touching the last five (5) days of the month.  
471 CSS will offer Open Time at the rate 1.5X block hours for any trips picked up which touch the  
472 last five (5) days of the month.
- 473 1. CSS will process pick up's from Open Time that touch the last five (5) days of the month,  
474 via an electronic, time stamp system manually.
- 475 C. If a L-VX Flight Attendant has assigned flying touching the last five (5) days of the month prior  
476 to Full Integration and has an unavoidable emergency s/he can request a Management Drop  
477 without points.
- 478 1. If Management is able to verify the following the drop will be granted without points:  
479 a. That event is an unavoidable emergency; and  
480 b. The L-VX Flight Attendant made a reasonable attempt to trade away or avoid the trip  
481 (via PBS preference) in advance of the trip
- 482 2. In addition AFA and Management will meet to review any situation in which points were  
483 assessed for a drop, on a case-by-case basis to determine if the points were assessed  
484 correctly.  
485

#### 486 **Delay of JCTE**

487 In the event that Full Implementation is delayed past March 2, 2019, then all pairings will be  
488 constructed under the provisions outlined in the JCBA in Section 10 [Scheduling]. Additionally, for  
489 any pairings created after the initial bid award the Company will make every best effort to construct  
490 the pairing in compliance with Section 10 of the JCBA.

#### 492 **ITL Transition to L-AS "A" Position Program**

- 493 A. The below provisions indicate the changes made to the L-VX ITL programs in the Work Rules.  
494 The following implementation schedule and program dates will apply:
- 495 1. The effective date of the first ITL bid will be in the month of DOR.  
496 2. The second full bid month following DOR will be the first month in which ITLs awarded the  
497 ITL position in the monthly bid process outlined below will work ITL positions.  
498 3. The monthly ITL award bid will occur on the twenty-third (23<sup>rd</sup>) of each month, beginning in  
499 the month of DOR.
- 500 B. The "A" Flight Attendant Program will be incorporated into the Work Rules as below:  
501 [Virgin America InFlight Teammate Work Rules v.5 provisions, as amended]
- 502 **1) SENIORITY REQUIREMENTS FOR WORKING THE "A" POSITION**
- 503 a) *New hires with less than four (4) months of InFlight Seniority are not permitted to work the "A"*  
504 *position unless the entire cabin crew consists of new hires with less than four (4) months of InFlight*  
505 *Seniority. This is to ensure that after completion of initial training, all new hires (even those who*  
506 *have flown before) gain experience, confidence, and shared knowledge from working in the cabin*  
507 *alongside another L-VX Flight Attendant as much as possible before being required to work as the "A"*  
508 *Flight Attendant position.*



- 509 b) In the event a new hire with less than four (4) months of InFlight Seniority is temporarily slotted into  
510 the "A" position, or in the event a new hire with less than four (4) months of InFlight Seniority is a  
511 Lineholder and picks up a pairing in the "A" position, the "A" position shall be worked by:
- 512 i) The most senior Flight Attendant who volunteers to work the position;
  - 513 ii) If no one volunteers, then the most junior Flight Attendant with at least four (4) months of  
514 InFlight Seniority on the segment(s) affected must work the position.
  - 515 iii) If there is no Flight Attendant with more than four (4) months of InFlight Seniority, then the "A"  
516 position will be filled by the new hire Flight Attendant who feels most comfortable working the  
517 position. If the new hires cannot agree, the most senior new hire must take the position.
- 518 c) In the event CSS assigns a Reserve with more than four (4) months of InFlight Seniority into the "A"  
519 position, the Reserve assigned to the "A" position will be responsible for flying the "A" position. A  
520 Reserve who has been assigned to work in the "A" position by CSS may, at her/his discretion solicit  
521 other crewmembers on the same pairing to voluntarily switch positions.
- 522 d) Flight Attendants with more than four (4) months of InFlight Seniority that are awarded a pairing  
523 and/or pick up a pairing through open time to work the "A" position will not be forced to give up the  
524 "A" position by a more senior Flight Attendant, nor may a more senior Flight Attendant "junior down"  
525 the position unless by mutual agreement; except as provided in **Paragraph c.i.-iii** above.
- 526 e) The above rules apply:
- 527 i) whether a new hire is a Reserve or a Lineholder.
  - 528 ii) if a new hire joins the crew mid-pairing
- 529 f) It is the responsibility of the Flight Attendant who is working the "A" position to call and inform CSS  
530 that they are working the "A" position.
- 531 g) If there are any questions over who is entitled or required to work the "A" position, Flight Attendants  
532 should contact the InFlight Supervisor, or designee, for clarification.  
533

## 534 2) "A" POSITION FLIGHT ATTENDANT BIDDING

- 535 a) On a monthly basis, active Flight Attendants as outlined in **Chapter 6.A.2 – Eligibility for Bidding**  
536 will have the opportunity to bid for the following month's "A" position line bid period as outlined  
537 below;
- 538 i) Monthly "A" Position Bid
- 539 (1) On the 22nd calendar day of the month by 2000, crew planning will open the monthly "A"  
540 position bid folder in FLICA for the following month's line bid period.
  - 541 (2) Crew planning will publish the number of "A" positions available for bidding in each  
542 domicile/base.
  - 543 (3) All Flight Attendants with 4 months or more of Inflight seniority will be able to bid on being  
544 awarded "A" positions pairings within their assigned domicile/base. (This includes Lineholders  
545 and Reserves)
  - 546 (4) On the 26<sup>th</sup> calendar day of the month at 0900, crew planning will close the monthly "A"  
547 position bid folder in FLICA for the following months bid period.
  - 548 (5) On the 29th day of the month, the monthly "A" position bids will be awarded by 2000 local  
549 SFO time.
  - 550 (6) Flight Attendants that are awarded the monthly "A" position will be placed in the "A" position  
551 bid folder in FLICA for the month PBS bid that opens on the 1<sup>st</sup> of the month.
  - 552 (7) If the Flight Attendant is not awarded an "A" bid she/he will bid in the ITM Bidding Folder in  
553 FLICA for the month PBS bid that opens on the 1<sup>st</sup> of the month.
  - 554 (8) Flight Attendants that are awarded the monthly "A" position will not be able to voluntarily bid  
555 for Reserve.

(9) *Flight Attendants that are awarded the monthly "A" position will not be able to buddy bid with other Flight Attendants for bid period*

ii) **"A" position Award**

- (1) *"A" position bids for the month will be awarded in inflight base seniority order until all positions for the bid month are filled or until all bids are processed and awarded.*
  - (2) *Should crew planning not receive enough bids to fill all required positions, the following rules will be used to fill the remaining positions:*
    - (a) *Crew planning will use reverse inflight base seniority order.*
    - (b) *Flight Attendants with less than 4 months of service will not be awarded the "A" position as outlined in 1. C., above.*
- Example:** *Crew planning posts 100 "A" positions for the bid month. 75 Flight Attendants bid for "A" positions leaving 25 open "A" positions for the bid month. 75 Flight Attendants will be awarded the "A" position. 25 Flight Attendants will need to be assigned "A" positions using reverse inflight base seniority order among Flight Attendants with 4 months or greater seniority.*

**Monthly Bidding Calendar**

<i>1st calendar day by 2000 SFO time</i>	<i>PBS bid opens - Lineholder</i>
<i>7th calendar day @ 0900 SFO time</i>	<i>PBS bid closes – Lineholder</i>
<i>10th calendar day by 2000 SFO time</i>	<i>PBS bid awards published - Lineholder</i>
<i>12th calendar day @ 0900 SFO time</i>	<i>Open time released - Lineholder</i>
<i>12<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Reserve bid opens</i>
<i>17<sup>th</sup> calendar day @ 0900 SFO time</i>	<i>Reserve bid closes</i>
<i>18<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Reserve bid published</i>
<i>18<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Open time released – Reserve</i>
<i>22th calendar day by 2000 SFO time</i>	<i>ITL bid opens for the following month's line bid</i>
<i>23rd calendar day @ 0900 SFO time</i>	<i>ITMs may pick up out-of-base pairings</i>
<i>25th calendar day @0900 SFO time</i>	<i>Split Trip requests opens for the following month</i>
<i>26th calendar day @ 0900 SFO time</i>	<i>ITL bid closes for the following month's line bid</i>
<i>28<sup>th</sup> calendar day by 2359 SFO time</i>	<i>CMF/CML Requests close</i>
<i>29th calendar day by 2000 SFO time</i>	<i>ITL bids awarded for the following month's line bid</i>

3) **CHARTER FLYING**

*Details on charter flights will be communicated to all crewmembers and the Captain, as appropriate by InFlight Leadership and/or Catering Team.*

4) **VOLUNTARY SCHEDULE ADJUSTMENTS FOR "A" POSITION PAIRINGS**

*On the 12<sup>th</sup> day of the month, beginning at 0900 SFO local time all trips with unassigned positions*

578 (including trips with the "A" position unassigned) will be available for schedule adjustments to all Flight  
579 Attendants in that assigned base/domicile.

580 **5) ADDITIONAL EARNINGS**

581 a) "A" Position Pay:

582 i) Effective on the second bid month following DOR, Flight Attendants working the "A" position will  
583 receive the "A" position pay of \$2.26 / block hour (converted equivalent of \$2.00 per flown TFP)  
584 for all actual block hours she/he worked in the "A" position.

585 ii) Effective at the end of the first bid month following DOR, the ITL additional earnings provision of  
586 15% of the ITM's base rate will be discontinued.

587 6) "A" Position – for the duration of the work rules "A" position will replace the ITL term.

588

589 **Overnight Lodging for "Alaska Airbus" Initial Training Trainees**

590 The Company agrees to provide overnight lodging for trainees attending "Alaska Airbus" Initial Training on the  
591 same basis as overnight lodging provided for trainees attending "Alaska Boeing" Initial Training.

592

593 **IV. STATUS OF L-VX LETTERS OF AGREEMENTS CURRENTLY IN FORCE**

594

595 A. The L-VX Letters of Agreement will continue in force according to the provisions outlined below:

596 1. The following Letters of Agreement will continue in force until Full Implementation:

597 a. AFA VX Commuter Policy

598 b. AFA VX Commuter Policy Clarification

599 c. AFA VX LOA Establishing Separate Disciplinary Tracks for Performance and Reliability

600 d. ASAP Additional Provisions LOA

601 2. The following Letter of Agreement will be extinguished at DOR:

602 a. AFA VX LOA One Time Interim Wage Increase

603 3. The following Letter of Agreement will continue in force until Full Implementation with the  
604 below clarifications:

605 a. AFA VX Interim Improvements Letter of Agreement:

606 i. Paragraph C..6. (L-VX Local Council President) will continue in force until such time  
607 as AFA Local Executive Council (LEC) 35 SFO officers are elected pursuant to the  
608 AFA-CWA Constitution & Bylaws.

609 ii. Paragraph C.7. (allocation to AFA officers/members for performance of Union  
610 Business) will continue in force until Full Implementation plus three (3) months and  
611 may be extended by mutual agreement.

612 iii. Paragraph H. (Virgin America Inflight Teammate Work Policies) will be extinguished  
613 at DOR.

614 b. AFA VX Grievance Procedures and System Board of Adjustment Letter of Agreement

615 i. The Grievance Procedure provisions will remain in force until all grievances filed  
616 arising from alleged violations of the Work Rules have been resolved. At the request  
617 of the Association, the Letter of Agreement will be extended to accommodate L-VX  
618 disciplinary grievances appealed to the System Board of Adjustment.  
619

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620 **V. STATUS OF WORK RULES AFTER DOR**

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621  
622 Unless otherwise amended by this Legacy Virgin America Flight Attendant Transition Agreement  
623 2018 and all other agreements, which amend the Work Rules, the provisions of the Work Rules will  
624 remain in force. The Work Rules will be considered to be part of the Legacy Virgin America Flight  
625 Attendant Transition Agreement 2018 and are incorporated by reference herein. As such, the Work  
626 Rules will be subject to the enforcement provisions of the AFA VX Grievance Procedures and  
627 System Board of Adjustment Letter of Agreement (6.2.17).

628 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9<sup>th</sup> day of February 2018.

629

630 FOR:

FOR:

631 ASSOCIATION OF FLIGHT

632 ATTENDANTS-CWA, AFL-CIO

ALASKA AIRLINES, INC.

633

634

635 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

636 Sara Nelson

Jeff Butler

637 International President

Vice President, Inflight & Call Center Svcs

638

639

640 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

641 Jeffrey Peterson

Greg Mays

642 Master Executive Council President

Vice President, Labor Relations

643

644

645 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

646 Jennifer Wise MacColl

Elizabeth Ryan

647 Negotiating Committee Member

Managing Director, Labor Relations

648

649

650 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

651 Jamie Cogen

Emily Kimmel

652 Negotiating Committee Member

Manager, Labor Relations

653

654

655 /s/ \_\_\_\_\_

656 Lindsey Steele

657 Negotiating Committee Member

658

659

660 /s/ \_\_\_\_\_

661 Paula Mastrangelo

662 Senior Staff Negotiator