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

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BLOCK IN AFTER MIDNIGHT AND SURFACE DEADHEAD

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

WHEREAS, the Company and the Association (collectively "the parties") prioritize safety above all other operational priorities, especially safety of Flight Attendants who are required to travel long distances by surface deadhead during late evening and early morning hours; and

WHEREAS, the parties desire to further clarify the Surface Deadhead application for Flight Attendants to demonstrate this commitment to safety; and

NOW, THEREFORE, the parties agree:

1. When an aircraft blocks in at a station after between 12 AM and 4:29 AM local time and, due to irregular operations, one or more members of the Flight Attendant crew are scheduled to Surface Deadhead to another station where the Surface Deadhead is scheduled for sixty minutes or longer as referenced in §8.O.2., Crew Scheduling will offer the Flight Attendant a choice of the following options:
 - a. Surface Deadhead to the next station following block in; or
 - b. Provide the Flight Attendant a hotel room in accordance with §34 [Hotels] and Surface Deadhead the Flight Attendant to next station after appropriate crew rest in accordance with §8 [Hours of Service].
2. If a Flight Attendant chooses option 1.b, s/he will be eligible for applicable stranded pay as well as pay protection for any scheduling obligations missed or dropped as a result of the stranding per §21.N [Compensation: Stranded Pay]
3. If there is no set Surface Deadhead time between the applicable cities as described in §8.O.2, then times will be determined by using Google Maps (or an mutually agreed upon equivalent or successor system).

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47 4. An inflight supervisor and/or crew scheduling supervisor may, at her/his
48 discretion, enact the provisions herein outside of the timeframe indicated in
49 paragraph 1, above, if doing so is in the safest interest of a Flight Attendant.
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51 All other provisions of the collective-bargaining agreement remain in full force and effect.
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53 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 10th
54 day of May 2018.
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56 FOR:
57 ASSOCIATION OF FLIGHT
58 ATTENDANTS-CWA, AFL-CIO
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61 _____
62 Jeffrey Peterson
63 Master Executive Council President

FOR:
ALASKA AIRLINES, INC.

60 
61 _____
62 Elizabeth Ryan
63 Managing Director, Labor Relations