

47 Association instructors and Association leadership (or their designees), as
48 applicable.
49

50 **II. CURRICULUM**

- 51 A. Training will be structured to incorporate PBS and JCBA education.
- 52 B. The Association members of the Joint PBS Committee and Association
53 leadership (or their designees) will collaborate with the Company to
54 create mutually agreed training content and materials. The Company will
55 bear the cost of all training related materials.
- 56 C. Separate training curricula will be created for L-AS and L-VX Flight
57 Attendants and will focus on the educational needs, specific to each
58 group.
59

60 **III. SCHEDULING**

- 61 A. Training will be voluntary.
- 62 B. Training sessions will be offered in each Flight Attendant domicile. Such
63 training sessions will occur between the hours of 7:00 AM and 5:00 PM
64 local time and will not exceed four hours (4:00) per session.
 - 65 1. L-AS specific training sessions will be provided exclusively for L-
66 AS Flight Attendants in ANC, SEA, PDX, LAX and SAN.
 - 67 2. L-VX specific training sessions will be provided exclusively for L-
68 VX Flight Attendants in SFO and LAX.
- 69 C. Training sessions will be established and posted on the appropriate
70 electronic bulletin and/or trade board(s) in advance.
- 71 D. Flight Attendants may pick up or sign up for a specific training session on
72 a first-come, first-served basis consistent with the assignment method of
73 the appropriate electronic bulletin and/or trade board(s).
- 74 E. Flight Attendants who elect to attend the training must take it on a
75 calendar day in which they have no other Flight Attendant duty.
76

77 **IV. COMPENSATION**

- 78 A. Flight Attendants who attend the training will be compensated in
79 accordance with §30.C.3. [Training: Training Pay].
- 80 B. Association members of the Joint PBS Committee, instructors and
81 leadership (or their designees), as applicable, will be compensated in
82 accordance with §27.P [General – Association: Company Business...] for
83 work associated with content development and/or delivery. However,
84 instructors will be compensated no less than attendees pursuant to
85 §30.C.3 (i.e. no less than five (5.0) TFP Average Duty Period Guarantee)
86 for a full day of training sessions.
- 87 C. Contractually required compensation in TFP will be converted to block-
88 hour equivalents for L-VX Flight Attendants at a rate of 1.13 TFP per
89 block-hour.
90

91 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this
92 22nd day of May 2018.
93

94 FOR:
95 ASSOCIATION OF FLIGHT
96 ATTENDANTS-CWA, AFL-CIO
97

FOR:
ALASKA AIRLINES, INC.

98
99 /s/ _____
100 Jeffrey Peterson
101 Master Executive Council President
102

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

103
104
105
106

/s/ _____
Elizabeth Ryan
Managing Director, Labor Relations