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

MOVING LEGACY VIRGIN AMERICA (L-VX) UNIFORM FUNDS FROM AFFINITY TO LANDS' END

This SIDELETTER 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 and the Association (collectively "the parties") recognize the need to transition the Legacy Virgin America (L-VX) Flight Attendant uniform funds and ordering from Affinity to Lands' End and to align the uniform anniversary funds with the beginning of the calendar year as set forth in the 2018-2021 Joint Collective Bargaining Agreement;

NOW, THEREFORE, the parties agree:

1. L-VX Flight Attendants may utilize any current Affinity funds in their uniform account prior to November 16, 2018. After that, Affinity uniform ordering will be discontinued, and any remaining Affinity balances will be rolled into the Flight Attendant's Lands' End uniform account on December 1, 2018.

2. If a L-VX Flight Attendant's 2018 anniversary date is in December, their 2018 uniform funds will be issued into their Land's End uniform account on December 1, 2018.

3. All L-VX Lands' End uniform account balances on December 31, 2018, will be rolled over into 2019.

4. L-VX Flight Attendants will each receive a credit of $200.00 on January 1, 2019, in lieu of their 2019 'anniversary' uniform allotment provided for in the Virgin America Inflight Work Rules v.5. Such credit will be deposited into their respective Lands' End uniform account.

5. Any Lands' End uniform funds may be used for Lands' End uniform ordering through the end of 2019, or prior to the cut-over of the Custom Uniform, whichever occurs first

All other provisions of the Collective Bargaining Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT this 1st day of November 2018.

FOR: ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO	FOR: ALASKA AIRLINES, INC.
/s/_____ Sara Nelson International President	/s/_____ Jeff Butler Vice President, Inflight & Call Center Svcs
/s/_____ Jeffrey Peterson Master Executive Council President	/s/_____ Carmen Williams Managing Director, Labor Relations
/s/_____ Kimberley Chaput Senior Staff Attorney	