

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

DUTY AND DEBRIEF CLARIFICATION

This Memorandum of Understanding is made 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") desire to clarify the application of duty and debrief for scheduling and payroll purposes; and

WHEREAS, Payroll and Crew Scheduling interpret the ending time of duty and debrief periods different and the applications are inconsistent; and

WHEREAS, these differing applications have direct impacts on Flight Attendant pay and scheduling;

NOW THEREFORE, the parties agree:

1. The Company will align the application of how duty and debrief periods are determined for the purposes of pay and scheduling; and
2. The Company will not include the last minute of the debrief or reserve availability period for purposes of availability for contact or pay
 - a. Example 1: If a flight blocks in at 4:14 AM, the debrief period will begin at 4:14:00 AM and end at 4:28:59 AM. The Flight Attendant is no longer considered on duty or contactable beginning at 4:29:00 AM.
 - b. Example 2: A Reserve Flight Attendant who is on AM Reserve must be contactable and available for assignment until 1:59:59 PM. An assignment with a report time of 2:00 PM would be an assignment outside of the reserve availability period and handled in accordance with §11.D.8.
3. The Company will communicate the provisions of this MOU to the Flight Attendants in the form of a required bulletin

All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 6th day of June 2018.

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

/s/_____
Jeffrey Peterson
MEC President

/s/_____
Elizabeth Ryan
Managing Director, Labor Relations