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

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**Flight Attendant Custom Uniform 2020**

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12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")  
13 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").  
14

15 WHEREAS, the Company has announced a new custom uniform collection for Flight  
16 Attendants (hereafter referred to as the "custom uniform," "Luly Yang uniform" or  
17 "Unisync uniform"), which is scheduled to be rolled out in the first calendar quarter of  
18 2020; and  
19

20 WHEREAS, the Company and the Association wish to set forth protocol for Flight  
21 Attendants to acquire the new uniform;  
22

23 NOW, THEREFORE, the parties agree to the following:  
24

25 A. UNIFORM ALLOTMENT  
26

- 27 1. Effective June 3, 2019, all Flight Attendants will receive a \$806.64 allotment to  
28 purchase the new uniform. The uniform allotment is based on the basic uniform  
29 items outlined in Section 13.B.2 [Basic Uniform(s)], excluding one tote-style bag  
30 and one suitcase but including two additional shirts/blouses (any style available)  
31 in lieu of a tropical shirt (which is not offered in the Custom Uniform). The  
32 allotment is calculated from the Custom Uniform price list using the most  
33 expensive item in each contractual category:

- 34     o One (1) jacket/vest  
35     o Two (2) bottom pieces  
36     o Four (4) shirts/blouses (any style available)  
37     o Two (2) sweaters (any style or combination of styles; a twin set  
38         constitutes two sweaters)  
39     o One (1) all-weather coat (with or without hood)  
40     o Two (2) ties (male) or one scarf (female)  
41     o ~~One (1) tote-style bag~~  
42     o ~~One (1) suitcase~~  
43     o One (1) belt  
44     o Two (2) aprons (not required but may be worn during flight)  
45     o ~~One (1) tropical shirt~~ Two additional (2) shirts/blouses (any style  
46         available) in lieu of a tropical shirt

- 47 2. The \$806.64 need not all be spent in the initial uniform purchase and may be  
48 used between June 3, 2019 and December 31, 2021, provided the Flight  
49 Attendant has purchased enough items to have a complete uniform available to  
50 wear in any months s/he is scheduled to fly.
- 51
- 52 3. Effective January 1, 2020, Flight Attendants' L-VX 2020 Uniform Allotment and L-  
53 AS 2019-2020 Uniform Allotment (i.e. Lands' End Business Outfitters (LEBO)  
54 "interim" uniform allotments) will be re-set to \$350.00 per Section 13.D.1  
55 [Uniform Allotment/Credits]. Flight Attendants will be eligible to use the \$350.00  
56 allotment in advance for pre-ordering of optional pieces starting in June 2019.  
57 Flight Attendants may subsequently use this allotment anytime January 1, 2020 -  
58 December 31, 2021, except during an ordering blackout period for Custom  
59 Uniform pieces in the first calendar quarter of 2020, which is estimated to last  
60 approximately three (3) months but no more than four (4) months, and is due to  
61 the transition from Lands' End to Unisync.
- 62
- 63 4. Unused individual allotment funds from the L-VX 2019 Uniform Allotment, and L-  
64 AS- 2019-2020 Uniform Allotment deposits will be rolled over to the respective  
65 Flight Attendant Custom Uniform accounts at a rate of fifty percent (50%)  
66 pursuant to the Uniform Allotments and Rollover 2019-2020 Letter of Agreement  
67 (executed January 3, 2019). Such rollover will occur when the Unisync system is  
68 brought online following actual (live) uniform cutover.
- 69
- 70 5. During the transitional timeframe indicated in Paragraph 3 above, Flight  
71 Attendants will continue to be able to access and use the remaining balance of  
72 their respective 2019 (non-custom) uniform funds to order Lands' End catalog  
73 program pieces. Once the actual (live) uniform cutover date occurs, the Lands'  
74 End system will be discontinued.
- 75
- 76 6. The Unisync system will be unavailable for approximately three (3) weeks  
77 following actual (live) uniform cutover, after which time the system will be  
78 brought online. Flight Attendant account balances will include any remaining  
79 funds from the respective initial uniform allotment (Paragraph 1 above), the  
80 \$350 "re-set" (Paragraph 3 above) and any applicable rollovers (Paragraph 4  
81 above).
- 82
- 83 7. January 1, 2020 will be considered "uniform cutover" for purposes of determining  
84 uniform allotments in this and other letters of agreement and in the collective  
85 bargaining agreement. However, if uniform items begin to ship later than  
86 January 31, 2020, or if the projected actual (live) uniform cutover is anticipated  
87 to be later than the first quarter of 2020, then paragraph 3 above will become  
88 null and void and former "interim" uniform allotments will be reinstated as soon  
89 as practicable. Custom uniform pieces may begin to ship earlier than January 1,  
90 2020, but as the actual (live) uniform cutover remains in the first calendar  
91 quarter of 2020, this will not impact the "uniform cutover" date of January 1,  
92 2020 for the purposes of determining uniform allotments.
- 93

- 94 8. Flight Attendants will receive the next contractual uniform allotment on January  
95 1, 2022, in the amount of \$700.00 per Section 13.D.1.  
96
- 97 B. UNIFORM ORDERING / PURCHASING / EXCHANGES & RETURNS  
98
- 99 1. Flight Attendants are not required to purchase all items listed in Section  
100 13.B.2 [Basic Uniforms] of the CBA. They may purchase any items they  
101 desire from the available pieces, except that they are required to purchase a  
102 coat (either a trench coat or an arctic parka) and sufficient items to have a  
103 complete uniform-compliant ensemble per the "Custom Uniform Manual"  
104 (exact title to be determined) that will be published on the Inflight Mobile  
105 Device (IMD). Inflight management will work with each Flight Attendant to  
106 ensure s/he has a uniform-compliant ensemble. A Flight Attendant will not  
107 receive disciplinary action or suffer a loss of pay until s/he has been provided  
108 with proper notice of the requirement and sufficient time to obtain such  
109 uniform pieces.  
110
- 111 2. Flight Attendants will not be charged for shipping costs (including  
112 returns/exchanges) or sales tax.  
113
- 114 3. The Company will furnish insignias (e.g.) required to be worn by the Flight  
115 Attendants at no cost to the Flight Attendant pursuant to Section 13.E  
116 [Insignias (e.g. Wings)].  
117
- 118 4. Flight Attendants will be able to order uniform pieces as of June 3, 2019,  
119 however the pieces will not begin to be shipped until approximately the  
120 fourth calendar quarter of 2019, for an actual (live) cutover date anticipated  
121 in the first calendar quarter of 2020, as established by the Company.  
122
- 123 5. Flight Attendants will use the Unisync website to order their uniform pieces.  
124 The website will give them the option to order via three (3) pre-approved kits  
125 for the male uniform and six (6) pre-approved kits for the female uniform.  
126 Flight Attendants will also have the option to opt out of ordering via kit and  
127 order *à la carte*. If ordering via kit, the Flight Attendant will receive all items  
128 in the kit prior to actual (live) cutover provided the order was placed prior to  
129 August 31, 2019. If ordering *à la carte*, the Flight Attendant may not receive  
130 all of the items s/he ordered prior to actual (live) cutover but will receive at  
131 least one complete uniform-compliant ensemble by actual (live) cutover, with  
132 the rest of the pieces arriving thereafter.  
133
- 134 6. A Flight Attendant will not be required to provide a personal method of  
135 payment as a result of orders that exceed her/his uniform allotment until  
136 after all uniform cutover allotments and incentive rollovers have been  
137 credited to her/his account.  
138
- 139 7. Flight Attendants can return uniform pieces for size, choice and quality  
140 concerns. Flight Attendants must complete a return authorization form

141 located online at the Alaska Unisync Store website prior to returning product,  
142 and shipments must be accompanied by a packing slip (either the original  
143 packing slip or a re-print). All garments must be in original condition, never  
144 washed or dry-cleaned and not altered in any way. Return items must be  
145 postmarked not later than 90 days from the employee's receipt of the item.  
146 Inflight management will assist Flight Attendants with uniform returns and  
147 provide appropriate packing supplies at no cost to the Flight Attendant upon  
148 request.

149  
150 8. A small number of Flight Attendants that do not fit within the sizes provided  
151 within the custom uniform collection, even with alterations, will work with the  
152 Company to receive "made-to-order" versions of the custom uniform pieces.  
153 These pieces will not be returnable. However, if all reasonable efforts have  
154 been made to ensure the piece will work for the Flight Attendant, including  
155 alterations, and the piece does not, the Flight Attendant will be credited back  
156 the amount deducted from their allotment for the item.

157  
158 This agreement is without precedent. The circumstances described herein cannot be used  
159 by either party in any other forum.

160  
161 All other provisions of the collective bargaining agreement remain in full force and effect.

162  
163 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this  
164 10<sup>th</sup> day of October 2019.

165  
166 FOR:  
167 ASSOCIATION OF FLIGHT  
168 ATTENDANTS-CWA, AFL-CIO

FOR:  
ALASKA AIRLINES, INC.

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170  
171 /s/ \_\_\_\_\_

170  
171 /s/ \_\_\_\_\_

172  
173 Jeffrey Peterson  
174 Master Executive Council President

172  
173 Carmen Williams  
174 Managing Director, Labor Relations