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

Flight Attendant Custom Uniform 2020  

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

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

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

NOW, THEREFORE, the parties agree to the following:

A. UNIFORM ALLOTMENT

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

   - One (1) jacket/vest
   - Two (2) bottom pieces
   - Four (4) shirts/blouses (any style available)
   - Two (2) sweaters (any style or combination of styles; a twin set constitutes two sweaters)
   - One (1) all-weather coat (with or without hood)
   - Two (2) ties (male) or one scarf (female)
   - One (1) tote-style bag
   - One (1) suitcase
   - One (1) belt
   - Two (2) aprons (not required but may be worn during flight)
   - One (1) tropical shirt Two additional (2) shirts/blouses (any style available) in lieu of a tropical shirt
2. The $806.64 need not all be spent in the initial uniform purchase and may be used between June 3, 2019 and December 31, 2021, provided the Flight Attendant has purchased enough items to have a complete uniform available to wear in any months s/he is scheduled to fly.

3. Effective January 1, 2020, Flight Attendants’ L-VX 2020 Uniform Allotment and L-AS 2019-2020 Uniform Allotment (i.e. Lands’ End Business Outfitters (LEBO) “interim” uniform allotments) will be re-set to $350.00 per Section 13.D.1 [Uniform Allotment/Credits]. Flight Attendants will be eligible to use the $350.00 allotment in advance for pre-ordering of optional pieces starting in June 2019. Flight Attendants may subsequently use this allotment anytime January 1, 2020 - December 31, 2021, except during an ordering blackout period for Custom Uniform pieces in the first calendar quarter of 2020, which is estimated to last approximately three (3) months but no more than four (4) months, and is due to the transition from Lands’ End to Unisync.

4. Unused individual allotment funds from the L-VX 2019 Uniform Allotment, and L-AS 2019-2020 Uniform Allotment deposits will be rolled over to the respective Flight Attendant Custom Uniform accounts at a rate of fifty percent (50%) pursuant to the Uniform Allotments and Rollover 2019-2020 Letter of Agreement (executed January 3, 2019). Such rollover will occur when the Unisync system is brought online following actual (live) uniform cutover.

5. During the transitional timeframe indicated in Paragraph 3 above, Flight Attendants will continue to be able to access and use the remaining balance of their respective 2019 (non-custom) uniform funds to order Lands’ End catalog program pieces. Once the actual (live) uniform cutover date occurs, the Lands’ End system will be discontinued.

6. The Unisync system will be unavailable for approximately three (3) weeks following actual (live) uniform cutover, after which time the system will be brought online. Flight Attendant account balances will include any remaining funds from the respective initial uniform allotment (Paragraph 1 above), the $350 “re-set” (Paragraph 3 above) and any applicable rollovers (Paragraph 4 above).

7. January 1, 2020 will be considered “uniform cutover” for purposes of determining uniform allotments in this and other letters of agreement and in the collective bargaining agreement. However, if uniform items begin to ship later than January 31, 2020, or if the projected actual (live) uniform cutover is anticipated to be later than the first quarter of 2020, then paragraph 3 above will become null and void and former “interim” uniform allotments will be reinstated as soon as practicable. Custom uniform pieces may begin to ship earlier than January 1, 2020, but as the actual (live) uniform cutover remains in the first calendar quarter of 2020, this will not impact the “uniform cutover” date of January 1, 2020 for the purposes of determining uniform allotments.
8. Flight Attendants will receive the next contractual uniform allotment on January 1, 2022, in the amount of $700.00 per Section 13.D.1.

B. UNIFORM ORDERING / PURCHASING / EXCHANGES & RETURNS

1. Flight Attendants are not required to purchase all items listed in Section 13.B.2 [Basic Uniforms] of the CBA. They may purchase any items they desire from the available pieces, except that they are required to purchase a coat (either a trench coat or an arctic parka) and sufficient items to have a complete uniform-compliant ensemble per the “Custom Uniform Manual” (exact title to be determined) that will be published on the Inflight Mobile Device (IMD). Inflight management will work with each Flight Attendant to ensure s/he has a uniform-compliant ensemble. A Flight Attendant will not receive disciplinary action or suffer a loss of pay until s/he has been provided with proper notice of the requirement and sufficient time to obtain such uniform pieces.

2. Flight Attendants will not be charged for shipping costs (including returns/exchanges) or sales tax.

3. The Company will furnish insignias (e.g.) required to be worn by the Flight Attendants at no cost to the Flight Attendant pursuant to Section 13.E [Insignias (e.g. Wings)].

4. Flight Attendants will be able to order uniform pieces as of June 3, 2019, however the pieces will not begin to be shipped until approximately the fourth calendar quarter of 2019, for an actual (live) cutover date anticipated in the first calendar quarter of 2020, as established by the Company.

5. Flight Attendants will use the Unisync website to order their uniform pieces. The website will give them the option to order via three (3) pre-approved kits for the male uniform and six (6) pre-approved kits for the female uniform. Flight Attendants will also have the option to opt out of ordering via kit and order à la carte. If ordering via kit, the Flight Attendant will receive all items in the kit prior to actual (live) cutover provided the order was placed prior to August 31, 2019. If ordering à la carte, the Flight Attendant may not receive all of the items s/he ordered prior to actual (live) cutover but will receive at least one complete uniform-compliant ensemble by actual (live) cutover, with the rest of the pieces arriving thereafter.

6. A Flight Attendant will not be required to provide a personal method of payment as a result of orders that exceed her/his uniform allotment until after all uniform cutover allotments and incentive rollovers have been credited to her/his account.

7. Flight Attendants can return uniform pieces for size, choice and quality concerns. Flight Attendants must complete a return authorization form.
located online at the Alaska Unisync Store website prior to returning product, and shipments must be accompanied by a packing slip (either the original packing slip or a re-print). All garments must be in original condition, never washed or dry-cleaned and not altered in any way. Return items must be postmarked not later than 90 days from the employee’s receipt of the item. Inflight management will assist Flight Attendants with uniform returns and provide appropriate packing supplies at no cost to the Flight Attendant upon request.

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

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

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

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 10th day of October 2019.

FOR: FOR:
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ALASKA AIRLINES, INC.

/s/ ___________________________ /s/ ___________________________
Jeffrey Peterson Carmen Williams
Master Executive Council President Managing Director, Labor Relations