

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

PBS BIDDING CREDIT FOR 2020 RECURRENT TRAINING

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 that 2020 Flight Attendant Recurrent Training ("Recurrent Training") will be two consecutive days of training; and

WHEREAS, the current contractual language pertaining to the credit value of a planned absence for Recurrent Training anticipates such training to be a one day activity; and

WHEREAS, the Company and the Association wish to set forth appropriate PBS bidding credit for two days of Recurrent Training;

NOW, THEREFORE, the parties agree to the following:

1. For line construction purposes, credit will be applied in PBS as follows for known absences for 2020 Recurrent Training:

a. Day 1 of Recurrent Training: zero (0)

b. Day 2 of Recurrent Training: six (6.0) TFP

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 25th day of November 2019

38 FOR: FOR: 39 ASSOCIATION OF FLIGHT

 ATTENDANTS-CWA, AFL-CIO ALASKA AIRLINES, INC.

Brian Palmer Carmen Williams

45 Master Executive Council Vice President

Managing Director, Labor Relations