

**Settlement Agreement
between
Alaska Airlines, Inc., and Association of Flight Attendants-CWA**

CBT and Required Items

Grievance Nos.
36-99-2-137-17 (CBT)
36-99-2-205-17 (CBT)
36-99-2-104-18 (CBT)
36-99-2-133-18 (CBT)
36-99-2-351-18 (CBT)
36-99-2-4-19 (Required Items)
36-99-2-22-19 (CBT)

In full and final settlement of the above-referenced grievances, the parties agree:

I. Computer-Based Training

A. To facilitate the timely completion of Computer-Based Training (“CBT”), management will:

1. Ensure that all CBT modules can be completed on computers as well as on Inflight Mobile Devices. The Company is not required to provide any computers in addition to those already required by the parties’ collective bargaining agreement;
2. Make its best efforts to give Flight Attendants at least 60 days to complete CBT; and
3. Make having CBT due on the last day of each calendar quarter as a best practice, though it will not be required to do so.

B. The following provisions will apply to oral and written warnings resulting from failing to complete CBT by the stated deadline or from reporting for flight duty without a required item:

1. If a Flight Attendant has not completed CBT by the stated deadline, management will send her/him an email to her/his alaskaair.com email address, with a copy to the Flight Attendant’s Local Executive Council President. The email will notify the Flight Attendant that an oral or written warning, as applicable, will be issued within twelve (12) business days of the date the CBT was due, unless the Flight Attendant responds with an explanation no later than seven (7) days from the date of the email. Upon receipt of such information, if any, management will determine whether, in its opinion, the explanation is sufficient to excuse the Flight Attendant from having not completed the CBT by the date it was due.
2. If a Flight Attendant reports for flight duty without a required item, management will send her/him an email to her/his alaskaair.com email address, with a copy to the Flight Attendant’s Local Executive Council President. The email will notify the Flight Attendant that an oral or written warning, as applicable, will be issued within twelve (12) business days of the date that the Flight Attendant reported for duty without a required item, unless the Flight Attendant responds with an explanation no later than seven (7) days from the date of the email. Upon receipt of such information, if any, management will determine whether, in its opinion, the explanation is sufficient to excuse the Flight Attendant from having reported for duty without a required item.

3. The Flight Attendant will not be entitled to an in-person investigatory or disciplinary meeting under these circumstances. Management may request such meetings.
4. Management will issue all oral or written warnings for CBT or required item by certified mail, with delivery confirmation, and by email. These will be postmarked and sent no later than 5:00 Pacific Time on the day of the deadline for doing so.
5. These provisions do not apply to suspensions or terminations

II. Other Performance Issues

The parties recognize that other disciplinary issues may arise in the future that have no subjective component. The parties agree to handle the discipline process for such issues on a case-by-case basis.

III. Disposition

- A. AFA will withdraw the above-referenced grievances.
- B. Any grievances individually filed on or behalf of Flight Attendants arising out of CBT or reporting for flight duty without a required item will continue to be handled through the grievance process.

Dated this 14th day of March, 2019.

For Alaska Airlines, Inc.

For Association of Flight Attendants-CWA

By: /s/ _____
Carmen Williams
Managing Director, Labor

By: /s/ _____
Jeffrey T. Peterson
MEC President