

Settlement Agreement

Between

Alaska Airlines, Inc., and Association of Flight Attendants – CWA

Withholding Trips from Open Time

Grievance No. 36-99-2-63-17

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

- I. No withholding of trips pursuant to section 12(E)(d)
- II. ER Conversion
 - A. ER conversion cannot be rescinded once email and/or Crew Access (CA) notification has been generated
 - B. Reserve (RS) who is on duty (e.g. on a flight) can be converted to ER and assigned a trip if Crew Scheduling (CSKD) sends an email notifying of conversion and assignment (which the RS is required to check upon completion of his/her sequence)
 - C. RS who is on call and required to be contactable during her/his reserve availability period (RAP) may be converted to ER in the following ways only:
 1. Positive (person to person) contact by phone;
 2. CSKD can send CA notification for ER conversion to RS, and it must be accepted by RS prior to CSKD adding trip to the RS's line
 - a. If RS doesn't answer the phone, it is CSKD obligation to call RS
 - b. If CSKD sends CA notification for ER to RS, and it is not accepted by RS, and if CSKD does not call RS prior to the end of the RAP to advise of ER conversion, then the RS is no longer on call until her/his next RAP, however the ER conversion counts towards the monthly maximum and for pay purposes
 - D. RS who is not required to be contactable (e.g. not on duty and not during her/his RAP or not on duty during her/his RAP but in 'silent rest' during the first nine hours of domicile rest, 8pm-11pm prior to the next RAP, etc.) can be converted to ER with or without a trip assignment under the following parameters:
 1. Must be positive contact by CSKD via phone or by CA notification which may be sent out by CSKD no earlier than 8pm the day prior to the conversion
 2. RS is not required to answer phone or acknowledge the notification from CSKD but is required to accept the assignment if contact is made
 3. Premium pay applies – CSKD will add annotations stating the RS was contacted outside his/her contactable period and will be paid additional compensation as outlined in the CBA

4. RS will be contacted no more than one time during domicile rest (11:30)
5. RS must receive 9:00 hours uninterrupted domicile rest or else premium pay applies (pyramids will other premiums, if applicable)
6. CSKD is not permitted to hold trips longer than 15 minutes as outlined in §12.E.1.d (this process would not violate this section of the CBA)

III. Compensatory Settlement

- A. Alaska Airlines will pay 1tfp for all currently employed L-AS FAs who were on RS from June 1, 2017, to present, paid above the guarantee, if applicable, at today's rate
- B. Alaska Airlines will pay 1tfp for all currently employed L-VX FAs who were on RS from January 31, 2019, to present, paid above guarantee, if applicable, at today's rate

Dated this 10th day of July, 2019.

For Alaska Airlines, Inc.

By: _____

Carmen Williams

Managing Director, Labor Relations

For Association of Flight Attendants - CWA

By: _____

Jeffrey T. Peterson

MEC President