

MEMORANDUM OF UNDERSTANDING
between
ALASKA AIRLINES, INC.
And the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

MONTH END OVERLAP WITH "WHOLE SEQUENCE" MINIMUM PAY RULES (MPRS)

This Memorandum of Understanding is made between Alaska Airlines, Inc. ("the Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("the Association").

It is mutually agreed to and understood by and between the parties in this Memorandum of Understanding (MOU), which clarifies the intent of the language in Section 21.F. [Compensation in a Bid Month...], that when a Flight Attendant has a pairing overlapping two different bid months and the pairing includes "whole sequence" (as distinct from duty-period specific) Minimum Pay Rules (MPRs)—the Extended Overnight Rule (EOR), Multiday Sequence Minimum (MSM) and Average Duty Period Guarantee (ADPG) as defined in Section 21.D. [Minimum Pay Rules...], s/he can opt to be paid for the MPRs in the preceding month by filling out an Activity Claim Form. If the Flight Attendant declines to fill out an Activity Claim Form, all "whole sequence" MPRs are included on the last day of the pairing, and s/he will be paid in the subsequent month.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on the 8th day of August 2016.

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.



Jeffrey Peterson
President, Master Executive Council



Elizabeth Ryan
Managing Director, Labor Relations