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3 **LETTER OF UNDERSTANDING**
4 **between**
5 **ALASKA AIRLINES, INC.**
6 **and the**
7 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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9 **RETURN TO CABIN NO-DISCIPLINE AGREEMENT**

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

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16 WHEREAS, the parties agree that researching the historical performance data of Flight
17 Attendants who have successfully completed Drug and Alcohol Treatment would assist in
18 developing a Return to Cabin Program;

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20 NOW THEREFORE, the parties agree that on a voluntary basis Flight Attendants may
21 sign a release to allow Leslee Cabulagan, Manager Inflight Labor and Work
22 Performance, to collect sick leave, attendance data and/or work performance history
23 from their respective files for the two years preceding the Flight Attendant's entry into a
24 treatment program. Ms. Cabulagan will not delegate this work but must perform it
25 herself. This information will then be shared with the Association's Employee Assistance
26 Program Committee and members of Company upper management. Before such sharing
27 occurs, however, Ms. Cabulagan will redact any identifiable information. In no instance
28 will the information obtained be relied upon to issue discipline or to begin an
29 investigation that could lead to discipline.

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31 This agreement is without prejudice or precedent. This circumstances described herein
32 cannot be used by either party in any other forum.

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34 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Understanding this
35 5th day of December 2016.

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37 FOR:
38 ASSOCIATION OF FLIGHT
39 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

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43 Jeffrey Peterson
44 President, Master Executive Council


Elizabeth Ryan
Managing Director, Labor Relations