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

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**SUPPLEMENTAL REDUCTION IN FORCE PROTECTION**

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

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WHEREAS, the Company is in the process of executing a merger with Virgin America, which requires a negotiated transition agreement and single Collective Bargaining Agreement (CBA) with the Association; and

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WHEREAS, the Company and the Association have negotiated a 2018-2021 Joint Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines merger negotiations; and

NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, this Letter of Agreement will be incorporated into the 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA), and the following provisions will be in full force and effect:

1. The Company agrees to not furlough any "legacy" Alaska Airlines or "legacy" Virgin America Flight Attendant through December 31, 2019.
2. Alaska Airlines shall be excused from compliance with the furlough protection language above for the period of time that a circumstance beyond the Company's control causes such non-compliance.
3. "Circumstance beyond the Company's control" is defined as a circumstance that causes the Company to significantly reduce or cancel service and may include a governmental agency requirement, an Act of God, an act of terrorism, a national emergency, revocations of the Company's operating certificate, grounding of a substantial number of the Company's aircraft, any work disruption or stoppage that prevents the Company from operating its planned schedule, reduction in flying operations because of the unavailability of an adequate fuel supply, or military action.

46 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9<sup>th</sup>  
47 day of February 2018.

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49 FOR:  
50 ASSOCIATION OF FLIGHT  
51 ATTENDANTS-CWA, AFL-CIO


FOR:  
ALASKA AIRLINES, INC.

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54 \_\_\_\_\_  
55 Jeffrey Peterson  
56 Master Executive Council President

  
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Jeff Butler  
Vice President, Inflight & Call Center Svcs

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60 \_\_\_\_\_  
61 Jennifer Wise MacColl  
62 Negotiating Committee Member

  
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Greg Mays  
Vice President, Labor Relations

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65 \_\_\_\_\_  
66 Jamie Cogen  
67 Negotiating Committee Member

  
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Elizabeth Ryan  
Managing Director, Labor Relations

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70 \_\_\_\_\_  
71 Lindsey Steele  
72 Negotiating Committee Member

  
\_\_\_\_\_

Emily Kimmel  
Manager, Labor Relations

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75 \_\_\_\_\_  
76 Paula Mastrangelo  
Senior Staff Negotiator