**Memorandum of Understanding**

**between**

**ALASKA AIRLINES, INC.**

**and the**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**AVIATION SAFETY ACTION PROGRAM (ASAP) EXTENSION 2019-2020**

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This MEMORANDUM OF UNDERSTANDING is made between ALASKA AIRLINES, INC. ("Company") and theASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively “the parties”) desire to extend the current provisions in AFA LOA 2017-10-03 [Aviation Safety Action Program (ASAP) Additional Provisions] and the Alaska Airlines and Virgin America ASAP for Flight Attendants Memorandum of Understanding (MOU) signed by the Company and Association in October 2017; and

WHEREAS, the above referenced MOU was subject to renewal in October 2019, however Federal Aviation Administration (FAA) Advisory Circular 120-66C is anticipated shortly and would require a new MOU;

WHEREAS, to that end, the Company and the Association desire to continue to participate in the Federal Aviaiton Adminstration’s Aviation Safety Action Program,

Now THEREFORE, the parties agree:

1. The Alaska Airlines and Virgin America Aviation Safety Action Program (ASAP) for Flight Attendants Memorandum of Understanding (the “ASAP MOU”) will be extended through October 31, 2020, based on a granted extension letter from FAA office AFS-280, when the ASAP MOU will again be subject to rewewal.
2. AFA **LOA** 2017-10-03 [Aviation Safety Action Program (ASAP) Additional Provisions] will remain in effect until such time as a replacement is negotiated and becomes effective in conjuction with renewal or replacement of the ASAP MOU, as applicable.
3. The FAA has provided its authorization to extend the ASAP MOU via email as evidenced by the documentation attached hereto (“Exhibit A”).

All other provisions of the collective-bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING this 19th day of November 2019.

FOR: FOR:

ASSOCIATION OF FLIGHT

ATTENDANTS-CWA, AFL-CIO ALASKA AIRLINES, INC.

/s/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ /s/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sara Nelson Carmen Williams

International President Managing Director, Labor Relations

/s/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Brian Palmer

Master Executive Council Vice President