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

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**LONG STAGE LENGTH DUTY PERIOD ("4K") SEQUENCES DURING COVID-19  
SCHEDULE DISRUPTIONS**

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13 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and  
14 the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

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16 WHEREAS, the Company and the Association (collectively "the parties") recognize that the  
17 COVID-19 virus has presented various unique and unprecedented challenges for running the  
18 operation; and

19  
20 WHEREAS, the parties wish to mitigate the number of mid-continental ("mid-con") remain  
21 overnights (RONs) for Flight Attendants during schedule disruptions related to COVID-19;

22  
23 NOW THEREFORE, the parties agree to temporarily administer Long Stage Length Duty  
24 Period ("4k") sequences from March 29 at 0000 PT to April 30, 2020 at 2359 PT pursuant to  
25 §10.DD.11 as follows:

26  
27 SECTION 10 SCHEDULING

28 DD. LONG STAGE LENGTH DUTY PERIOD ("4k")

29 11. Crew Scheduling may create or reconfigure sequence(s) that contain a 4k ~~only if the 4k was in a~~  
30 ~~published sequence originally built by Crew Planning and due to irregular operations (including crew~~  
31 ~~shortage) needs to be staffed.~~

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33 The remainder of Section 10.DD and all other provisions of the collective bargaining agreement  
34 remain in full force and effect. This agreement is without precedent, and the circumstances  
35 described herein cannot be used by either party in any other forum.

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37 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 28<sup>th</sup>  
38 day of March 2020.

39  
40 FOR:  
41 ASSOCIATION OF FLIGHT  
42 ATTENDANTS-CWA, AFL-CIO

40 FOR:  
41  
42 ALASKA AIRLINES, INC.

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44  
45 /s/ \_\_\_\_\_  
46 Jeffrey Peterson  
47 Master Executive Council President

45 /s/ \_\_\_\_\_  
46 Carmen Williams  
47 Interim Vice President, Inflight  
48 Managing Director, Labor Relations