LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

PRE-CANCELLATIONS DUE TO COVID-19 SCHEDULE CHANGES

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

WHEREAS, the Company and the Association (collectively "the parties") recognize that the COVID-19 virus has presented various unique and unprecedented challenges for running the operation, and there is an anticipated need for a significant schedule reduction in the near future; and

WHEREAS, the parties recognize the operational burden on Crew Scheduling to manage such schedule reduction through "close-in” cancellations;

NOW THEREFORE, the parties agree to temporarily administer pre-cancellations from March 29, 2020 at 0000 PT to April 30, 2020 at 2359 PT as follows:

SECTION 10 SCHEDULING

S. PRE-CANCELLATIONS

1. Notification

a. When flights are cancelled from the Flight Attendant’s line of time in advance of the day of departure, the Company will make every effort to give notice of such cancellation by the end of the next calendar day via Company e-mail followed by primary phone contact in reverse order of seniority, if applicable. Although a Flight Attendant may receive an automated schedule change alert more than seven (7) days prior to the date of departure, Crew Scheduling will make contact to report and confirm a cancellation no earlier than seven (7) days prior to the date of departure of the sequence. Assignments will be offered on a first-come, first-served basis. If the Flight Attendant does not contact Crew Scheduling as agreed to elsewhere within this Section, then the Flight Attendant will be required to check-in as originally scheduled.

b. If a Flight Attendant reports a cancellation, then s/he may call Crew Scheduling no earlier than one day prior to the date of departure of the sequence, and Crew Scheduling will confirm or deny the cancellation with the Director of System Operations (DSO). Once the cancellation is confirmed, the Company will notify the Flight Attendant in the same manner as for any other cancellation.

c. If a cancellation occurs between 8:00 PM and 11:59 PM (local domicile time) the day prior, a Flight Attendant will be pay protected for the cancelled sequence if all flights in the sequence have been cancelled. If live flights still exist in a Flight Attendant’s sequence, Crew Scheduling may offer an alternate assignment that operates within the check-in and release times at Sequence Home Domicile of the flight(s) cancelled from the Flight Attendant’s line of time. If contact is made and no such sequence is available at the time of initial contact between Crew Scheduling and the Flight Attendant, the Flight Attendant will report at the time originally scheduled. The Flight Attendant’s schedule will reflect a scheduling obligation unless Crew
Scheduling subsequently contacts the Flight Attendant with further changes to her/his schedule that affect such obligation.

d. If a Flight Attendant receives notice of flights that are cancelled from the Flight Attendant’s line of time in advance of the day of departure (via an automated schedule change alert, Company e-mail or primary phone contact), and if s/he wishes to decline the sequence containing such flights without pay protection, then s/he may do so at her/his option by requesting Crew Scheduling to drop the sequence. Such request must be submitted by the Flight Attendant via Company email to Crew Scheduling (“CrewSked FADesk” <CrewSked.FADesk@alaskaair.com>) no later than one day prior to the date of departure of the sequence. Crew Scheduling will make every reasonable effort to process the drop as soon as operationally feasible but no more than twenty-four (24) hours after the submission. Crew Scheduling will grant the drop request as long as any flight cancellations are confirmed within the sequence and even if live flights still exist with such sequence. Crew Scheduling will deny the drop request only if no confirmed flight cancellations exist within the sequence.

e. If a Flight Attendant wishes to decline a sequence containing one or more cancelled flights without pay protection, and if s/he wishes to do so the day prior to the date of departure of the sequence, then s/he must call Crew Scheduling to process the request.

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

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 28th day of March 2020.

FOR:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

ALASKA AIRLINES, INC.

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Jeffrey Peterson            Carmen Williams
Master Executive Council President  Interim Vice President, Inflight
                                          Managing Director, Labor Relations