MEMORANDUM OF UNDERSTANDING
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

COVID-19 LEAVES OF ABSENCE AND RELATED MITIGATIONS

This Memorandum of Understanding (MOU) 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").

WHEREAS, the Company and the Association (collectively "the parties") recognize that the COVID-19 virus has presented various unique and unprecedented challenges for employees and employers due to illness, quarantine, isolation and school closures;

NOW THEREFORE, the parties agree to establish the following temporary leaves of absence and other mitigations related to COVID-19:

1. Educational Disruption Leave of Absence (EDLOA)
   a. Eligibility: A Flight Attendant who cannot fulfill her/his scheduling obligations (e.g. trips, reserves days) due to closure of her/his minor child’s school or childcare provider due to COVID-19.
   b. An eligible Flight Attendant will be granted an EDLOA upon providing substantiating documentation to Matrix (e.g. proof of school enrollment and closure, affidavit from the childcare provider of unavailability or facility closure).
   c. A Flight Attendant who has applied for an EDLOA must continue to follow call-in procedures set forth in Section 32 [Attendance Policy] by calling in “sick: school closure” until notified by the Company or its leave administrator (Matrix) that the EDLOA has been approved.
   d. A Flight Attendant granted an EDLOA will retain and continue to accrue seniority.
   e. A Flight Attendant may coordinate her/his accrued sick leave and/or vacation/Longevity PTO for an EDLOA in which case the leave will be administered just like other leaves with coordination as outlined in Section 15.M [Leaves with Coordination...] and other related sections of the Collective Bargaining Agreement (CBA) unless specifically excluded herein.
   f. A Flight Attendant may choose to take an unpaid EDLOA in which case the leave will be administered just like other unpaid leaves as outlined in Section 15.N [Unpaid Leaves...] and other related sections of the CBA unless specifically excluded herein.
   g. Absences under an approved EDLOA will not be considered occurrences or incur attendance points under Section 32.
   h. Travel privileges will be prohibited for the affected Flight Attendant for the duration of the EDLOA. However, a Flight Attendant who wishes to secure
online travel privileges due to extenuating circumstances may do so on a case-by-case basis by seeking pre-approval for such travel through Inflight management. Eligible dependents will maintain travel privileges.

i. Minor children for the narrow purposes of this MOU are those children under the age of 18 who have not yet graduated from high school.

The Flight Attendant may purchase health insurance at active rates.

2. Voluntary Quarantine Leave of Absence (VQLOA)

a. Eligibility:
   i. Flight Attendants with an increased risk of contracting COVID-19 as determined by the Center for Disease Control (CDC).
   ii. Flight Attendants residing in the same household as increased risk individuals.
   iii. Flight Attendants who wish to remove themselves from the workplace under self-quarantine due to suspected exposure to COVID-19. It is not necessary to be diagnosed with COVID-19 or to be symptomatic in order to be eligible for self-quarantine under this provision.

b. An eligible Flight Attendant will be granted a VQLOA upon approval from Matrix.

c. A Flight Attendant who has applied for a VQLOA must continue to follow call-in procedures set forth in Section 32 [Attendance Policy] by calling in "sick: voluntary quarantine" until notified by the Company that the VQLOA has been approved.

d. A VQLOA will be granted for a period not in excess of thirty (30) days.

e. A Flight Attendant on a VQLOA will retain and continue to accrue seniority during such leave of absence.

f. Travel privileges will be prohibited for the affected Flight Attendant for the duration of the VQLOA. Eligible dependents will maintain travel privileges.

g. A VQLOA is unpaid. A Flight Attendant may not use her/his accrued sick leave and/or vacation/Longevity PTO during a VQLOA. Such leave will be administered just like other unpaid leaves as outlined in Section 15.N [Unpaid Leaves...] and other related sections of the CBA unless specifically excluded herein.

h. Absences under an approved VQLOA will not be considered occurrences or incur attendance points under Section 32.

i. The Flight Attendant may purchase and maintain health insurance at active employee rates if s/he chooses to take an unpaid VQLOA.

3. COVID-19 Workplace Exposure Leave of Absence (CWELOA)

a. Eligibility: A Flight Attendant who is recommended or required to go into isolation/monitoring or quarantine due to work-related exposure to COVID-19. Such recommendation or requirement for isolation/monitoring or quarantine must be from the Company, the Flight Attendant’s physician or other qualified healthcare provider, the CDC, the local Department of Health, or other applicable government agency.

b. A Flight Attendant will be granted a CWELOA upon recommendation by the Company for quarantine/isolation/monitoring or upon providing substantiating documentation to Matrix. Such documentation must include
proof of work-related COVID-19 exposure, diagnosis, the recommendation or requirement for quarantine/isolation/monitoring and the duration of such self-care or treatment.

c. A Flight Attendant granted a CWELOA will retain and continue to accrue seniority.

d. A Flight Attendant granted a CWELOA will be pay protected for any scheduling obligations (e.g. sequences, reserve days, or any other scheduled work assignment) on his/her line from the time the CWELOA is approved through the duration of the quarantine/isolation/monitoring period.

e. Flight Attendants who have applied for a CWELOA must continue to follow call-in procedures set forth in Section 32 until notified by the Company or Matrix that the CWELOA has been approved.

f. Absences under an approved CWELOA will not be considered occurrences or incur attendance points under Section 32.

g. Travel privileges will be prohibited for the affected Flight Attendant for the duration of the CWELOA. Eligible dependents will maintain travel privileges.

4. Flight Attendants may purchase and maintain health insurance at active employee rates even if the Flight Attendant does not have enough sick leave and/or vacation/Longevity PTO to coordinate with an approved Medical Leave of Absence or other leave described herein provided that such leave is directly related to COVID-19.

5. Probationary Flight Attendants may access the above leaves of absence provided they are otherwise eligible for such leaves. Probationary Flight Attendants will be allowed to use sick leave for EDLOAs and MLOAs directly related to COVID-19 as soon as sick leave is accrued as an exception to Section 16.A.3 [Sick Leave Accrual]. Absences under the above leaves will not result in occurrences for probationary Flight Attendants.

The following processes and procedures will be implemented immediately and will be in effect for thirty (30) calendar days from the date of this MOU unless extended by mutual agreement. Leaves of Absence established in this MOU may be retroactively approved to March 12, 2020. The parties agree to review the provisions outlined herein prior to the termination of the effective period of this MOU.

This agreement is without precedent. The circumstances described herein cannot be used by either party in any other forum.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 13th day of March 2020.

FOR:

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

ALASKA AIRLINES, INC.

/s/__________________________  /s/__________________________
Jeffrey Peterson               Carmen Williams
Alaska MEC President           Managing Director, Labor Relations