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

COMMUTER POLICY AND UTILIZING OTHER AIRLINE (OAL) CARRIERS DURING COVID-19 SCHEDULE DISRUPTIONS

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

WHEREAS, the parties wish to mitigate the burden to registered air commuters of traveling to work during the industry-wide schedule disruptions related to COVID-19;

NOW THEREFORE, the parties agree to temporarily allow registered air commuters to utilize other airline (OAL) carriers to satisfy the "two (2) consecutive scheduled flights from the registered air commuter’s designated registered commuter city to the domicile/co-terminal" requirement in the Commuter Policy by administering §28.G [Domiciles: Commuter Policy] as follows:

SECTION 28 DOMICILES

G. COMMUTER POLICY
The following sets forth the provisions concerning a Flight Attendant traveling to work.

1. Air Commuting Policy
   The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant who lives in another city and commutes to her/his domicile/co-terminal on AAG or other airline (OAL) operated flights and who enrolls her-/himself with the Inflight Department as a "registered air commuter".
   a. Registered Commuter City
      1. A Flight Attendant living in a metropolitan area served by any combination of the Alaska Airlines flight schedule or OAL carriers or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the "registered commuter city" and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered commuter city and could commute from any co-terminal).
      2. A commuter residing outside of a metropolitan area as described in 1.a.i., above, must designate the airport closest to her/his residence or another nearby airport with greater frequency to the Flight Attendant’s domicile served by any combination of the Alaska Airlines flight schedule or OAL carriers or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff, AZ would designate PHX as the registered commuter city).
b. Commuter Policy recovery options in G.3., below, will be available for registered air
commuters who have notified Crew Scheduling prior to the start of her/his scheduling
obligation (e.g. prior to check-in for scheduled sequences, prior to the commencement of
a reserve availability period, etc.) if two (2) consecutive scheduled flights from the
registered air commuter’s designated registered commuter city to the domicile/co-terminal
are:
   1. Cancelled due to weather (either in the registered commuter city or domicile/co-
terminal);
   2. Cancelled due to mechanical problem;
   3. Cancelled due to Company convenience; or
   4. Significantly delayed (the second flight is posted at least thirty minutes (:30) or
      more late), and such flights would have arrived in the domicile or applicable co-
terminal thirty minutes (:30) prior to scheduled check-in time).

   c. Registered air commuters will be required to provide the relevant flight information to
      Crew Scheduling for verification pursuant to this Section (e.g. air carrier, flight number,
city pair, scheduled departure time, projected or actual departure time, reason for delay).

The provisions herein will be effective immediately upon execution of this Letter of Agreement and will remain
in effect through May 31, 2020, unless extended by mutual agreement. The remainder of Section 28.G 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 7th
day of April 2020.

FOR:                        FOR:
ASSOCIATION OF FLIGHT       ALASKA AIRLINES, INC.
ATTENDANTS-CWA, AFL-CIO

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