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

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

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

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

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

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29 SECTION 28 DOMICILES
30 G. COMMUTER POLICY

31 The following sets forth the provisions concerning a Flight Attendant traveling to work.

32 1. Air Commuting Policy

33 The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant
34 who lives in another city and commutes to her/his domicile/co-terminal on AAG or other airline
35 (OAL) operated flights and who enrolls her-/himself with the Inflight Department as a "registered
36 air commuter".

37 a. Registered Commuter City

- 38 1. A Flight Attendant living in a metropolitan area served by any combination of the
39 Alaska Airlines flight schedule or OAL carriers or airports served through Capacity
40 Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West
41 (OO) must designate an airport in that metropolitan area as the "registered
42 commuter city" and such designation will extend to all airports in that metropolitan
43 area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must
44 designate LAX as the registered commuter city and could commute from any co-
45 terminal).
46 2. A commuter residing outside of a metropolitan area as described in 1.a.i., above,
47 must designate the airport closest to her/his residence or another nearby airport
48 with greater frequency to the Flight Attendant's domicile served by any
49 combination of the Alaska Airlines flight schedule or OAL carriers or airports served
50 through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight
51 Attendant living in Flagstaff, AZ would designate PHX as the registered commuter
52 city).

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- 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).

70 The provisions herein will be effective immediately upon execution of this Letter of Agreement and will remain
71 in effect through May 31, 2020, unless extended by mutual agreement. The remainder of Section 28.G and
72 all other provisions of the collective bargaining agreement remain in full force and effect. This agreement is
73 without precedent, and the circumstances described herein cannot be used by either party in any other forum.
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75 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 7th
76 day of April 2020.

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78 FOR:
79 ASSOCIATION OF FLIGHT
80 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

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82
83 /s/ _____
84 Jeffrey Peterson
85 Master Executive Council President
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/s/ _____
Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations