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

HAWAII TURNS DUE TO COVID-19 RESTRICTIONS

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 remain overnights (RONs) in Hawaii for Flight Attendants due to COVID-19 screening and quarantine procedures being implemented by the State of Hawaii;

NOW THEREFORE, the parties agree to temporarily administer single duty period turnaround sequences to the State of Hawaii (“HI turn sequences”) as follows:

1. The scheduling limitation of ten hours and thirty minutes (10:30) of duty outlined in 8.E [Duty Period] may be exceeded for the purpose of HI turn sequences under the following parameters:
   a. Two leg maximum in the duty period
   b. The scheduled sit time will not exceed ninety-five minutes (95)
   c. Must be scheduled to depart from and return to the same domicile
   d. Beginning with the May 2020 bid period:
      i. May not be built into a multi-day sequence
      ii. Sequences will be identified and placed into PBS for bid. In no circumstances will a Flight Attendant be awarded a sequence containing a HI turn via PBS unless s/he has indicated a preference for or has specifically bid for those sequences.
2. Flight Attendants will be paid two times (2.0x) the rate of pay for any TFP flown during a HI turn sequence. Any other contractual premiums due will be paid above this amount.


4. Domicile rest will be applied as follows:
   a. For the April 2020 bid period, a HI turn sequence will be built with appropriate compensatory “double-out” rest added to the end of the sequence that cannot be reduced. However, such rest and the pay provisions of 8.H.2. [Compensatory (Double-Out) Rest] may be waived by the Flight Attendant in order to pick up or trade into another sequence.
   b. For the May 2020 bid period and beyond, the provisions of 8.H [Compensatory (Double-Out) Rest] will not apply to HI turn sequences. Flight Attendants will receive domicile rest as provided in 8.M [Domicile Rest].

5. HI turn sequences will be augmented with two (2) additional Flight Attendants. One of the additional Flight Attendants will deadhead on the outbound and work as an augmented Flight Attendant on the return, and the other additional Flight Attendant will work as an augmented Flight Attendant on the outbound and deadhead on the return.

6. Working crew will be provided crew rest seats (pre-blocked) and may rest, sleep, eat or use a personal electronic device in the same manner as a passenger while on break in a crew rest seat. Crew rest breaks of equal duration are to be coordinated among the Flight Attendants and offered in seniority order. At least four (4) working Flight Attendants are to be on active duty (i.e. not on break) at any given time.

7. A Reserve may be assigned a HI turn sequence. If the Reserve works the sequence, s/he will be credited as follows: straight time credited towards the guarantee and one times (1.0x) the trip rate paid above guarantee. Any additional premium TFP(s) will be paid above guarantee.

The provisions herein will take effect April 16, 2020 and will remain in effect until June 30, 2020, unless extended by mutual agreement of the parties. All other provisions of the collective-bargaining agreement remain in full force and effect.

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 LETTER OF AGREEMENT this 10th day of April 2020.

FOR:
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

/s/_____________________________  /s/_____________________________
Brian Palmer                Carmen Williams
Master Executive Council Vice President  Managing Director, Labor Relations