

1
2
3
4
5
6
7

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

8
9
10

HAWAII TURNS DUE TO COVID-19 RESTRICTIONS

11
12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")
13 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").
14

15 WHEREAS, the Company and the Association (collectively "the parties") recognize that
16 the COVID-19 virus has presented various unique and unprecedented challenges for
17 running the operation; and
18

19 WHEREAS, the parties wish to mitigate remain overnights (RONs) in Hawaii for Flight
20 Attendants due to COVID-19 screening and quarantine procedures being implemented
21 by the State of Hawaii;
22

23 NOW THEREFORE, the parties agree to temporarily administer single duty period
24 turnaround sequences to the State of Hawaii ("HI turn sequences") as follows:
25

- 26 1. The scheduling limitation of ten hours and thirty minutes (10:30) of duty outlined
27 in 8.E [Duty Period] may be exceeded for the purpose of HI turn sequences
28 under the following parameters:
29
- 30 a. Two leg maximum in the duty period
 - 31
 - 32 b. The scheduled sit time will not exceed ninety-five minutes (:95)
 - 33
 - 34 c. Must be scheduled to depart from and return to the same domicile
 - 35
 - 36 d. Beginning with the May 2020 bid period:
37
 - 38 i. May not be built into a multi-day sequence
 - 39
 - 40 ii. Sequences will be identified and placed into PBS for bid. In no
41 circumstances will a Flight Attendant be awarded a sequence
42 containing a HI turn via PBS unless s/he has indicated a
43 preference for or has specifically bid for those sequences.
44

- 45 2. Flight Attendants will be paid two times (2.0x) the rate of pay for any TFP flown
46 during a HI turn sequence. Any other contractual premiums due will be paid
47 above this amount.
- 48
- 49 3. The provisions of 8.G [Fourteen Hour (14:00) Duty Provisions] do not apply to HI
50 turn sequences.
- 51
- 52 4. Domicile rest will be applied as follows:
- 53
- 54 a. For the April 2020 bid period, a HI turn sequence will be built with
55 appropriate compensatory "double-out" rest added to the end of the
56 sequence that cannot be reduced. However, such rest and the pay
57 provisions of 8.H.2. [Compensatory (Double-Out) Rest] may be waived by
58 the Flight Attendant in order to pick up or trade into another sequence.
- 59
- 60 b. For the May 2020 bid period and beyond, the provisions of 8.H
61 [Compensatory (Double-Out) Rest] will not apply to HI turn sequences.
62 Flight Attendants will receive domicile rest as provided in 8.M [Domicile
63 Rest].
- 64
- 65 5. HI turn sequences will be augmented with two (2) additional Flight Attendants.
66 One of the additional Flight Attendants will deadhead on the outbound and work
67 as an augmented Flight Attendant on the return, and the other additional Flight
68 Attendant will work as an augmented Flight Attendant on the outbound and
69 deadhead on the return.
- 70
- 71 6. Working crew will be provided crew rest seats (pre-blocked) and may rest, sleep,
72 eat or use a personal electronic device in the same manner as a passenger while
73 on break in a crew rest seat. Crew rest breaks of equal duration are to be
74 coordinated among the Flight Attendants and offered in seniority order. At least
75 four (4) working Flight Attendants are to be on active duty (i.e. not on break) at
76 any given time.
- 77
- 78 7. A Reserve may be assigned a HI turn sequence. If the Reserve works the
79 sequence, s/he will be credited as follows: straight time credited towards the
80 guarantee and one times (1.0x) the trip rate paid above guarantee. Any
81 additional premium TFP(s) will be paid above guarantee.
- 82

83 The provisions herein will take effect April 16, 2020 and will remain in effect until June
84 30, 2020, unless extended by mutual agreement of the parties. All other provisions of the
85 collective-bargaining agreement remain in full force and effect.

86

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

89
90
91
92

93
94 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
95 10th day of April 2020.

96
97 FOR: FOR:
98 ASSOCIATION OF FLIGHT ALASKA AIRLINES, INC.
99 ATTENDANTS-CWA, AFL-CIO
100
101
102 /s/ _____ /s/ _____
103 Brian Palmer Carmen Williams
104 Master Executive Council Vice President Managing Director, Labor Relations