

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

JCBA §10.Z PERSONAL DROPS 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 if they have submitted a personal drop;

NOW THEREFORE, the parties agree to temporarily process personal drop requests two days prior to the day requested to be dropped by administering Section 10.Z [Scheduling: Personal Drops] as follows:

SECTION 10 SCHEDULING

Z. PERSONAL DROPS

The following sets forth the provisions concerning Personal Drops.

§10.Z.3 - Personal Drop requests must be submitted by noon (12:00 PM) ~~on the day~~ two (2) days prior to the day requested to be dropped, in order for the request to be processed in seniority order.

§10.Z.4 - Personal Drop(s) will be granted in domicile seniority order, no later than midnight (12:00 AM) ~~on the day~~ two (2) days prior to the day requested to be dropped.

§10.Z.4.a - If additional drops become available after this time, Crew Scheduling will first grant them to Flight Attendants who submitted requests before noon (12:00 PM) ~~the day~~ two (2) days prior to the day requested to be dropped, in seniority order.

§10.Z.5 - Flight Attendants may submit requests for Personal Drop(s) after noon (12:00 PM) ~~on the day~~ two (2) days prior to the day requested to be dropped. After all requests submitted by noon (12:00 PM) ~~the day~~ two (2) days prior have been honored in seniority order, later requests will be granted on a first-come, first-served basis. For Reserves, requests will be granted on a first-come, first-served basis, according to the AM/PM classification.

The provisions herein will become effective on April 17, 2020 (for April 19 Personal Drop requests) and will remain in effect through May 31, 2020 (for June 2 Personal Drop requests), unless extended by mutual agreement. The remainder of Section 10.Z 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 14th day of April 2020.

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

FOR:
ALASKA AIRLINES, INC.

/s/ _____
Jeffrey Peterson
Master Executive Council President

/s/ _____
Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations