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

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COVID-19 SCHEDULE CHANGES

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12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")
13 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").
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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
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19 WHEREAS, the parties desire to mitigate the burden to Flight Attendants resulting from
20 a significant number of ongoing systemwide schedule disruptions, such as pre-
21 cancellations, flight time changes ("re-times"), flight routing changes, et cetera;
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23 NOW THEREFORE, the parties agree to temporarily administer Flight Attendant schedule
24 changes occurring in advance of the day of departure of a sequence (e.g. pre-
25 cancellations, re-times, flight routing changes, etc.) pursuant to Section 10.S
26 [Scheduling: Pre-Cancellations] of the Joint Collective Bargaining Agreement (JCBA), this
27 Letter of Agreement (LOA) and other related agreements as follows:
28

- 29 I. **Re-times, flight routing changes and other schedule changes that**
30 **occur in advance of the day of departure of a sequence will be**
31 **treated just like pre-cancellations with the exception of §10.S.1.c as**
32 **noted below.**
33

34 The scheduling obligations and scheduling and pay protection options for all
35 alternative assignments resulting from Flight Attendant schedule changes
36 occurring in advance of the day of departure of a sequence (e.g. pre-
37 cancellations, re-times, flight routing changes, etc.) will be administered as
38 "pre-cancellations" with the exception of §10.S.1.c, which states in part, "If a
39 cancellation occurs between 8:00 PM and 11:59 PM (local domicile time) the
40 day prior, a Flight Attendant will be pay protected for the cancelled sequence
41 if all flights in the sequence have been cancelled." This specific language from
42 §10.S.1.c is still applicable only to actual pre-cancellations. Re-times, flight
43 routing changes and other schedule changes that occur in advance of the day
44 of departure are excluded from being administered as pre-cancellations under
45 §10.S.1.c.
46



47 Contractual references in §10.S [Pre-Cancellations] and other related LOAs to
 48 "flight(s)...cancelled," "cancelled...flight(s)," "cancellation(s)," "pre-
 49 cancellations" and other similar variants of such event occurring in advance of
 50 the day of departure of a sequence will be understood to also refer to all
 51 schedule changes occurring in advance of the day of departure of a sequence
 52 (e.g. re-times, flight routing changes, etc.) in order to determine the
 53 applicable scheduling and pay protection options.
 54

55 Example interpretive paragraph from the "Pre-Cancellations Due to COVID-19
 56 Schedule Changes" Letter of Agreement (executed 3/28/2020) (text between
 57 asterisks "*" indicates added interpretative language regarding schedule
 58 changes):
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60 When flights are cancelled from *or schedule changes occur on* the Flight Attendant's
 61 line of time in advance of the day of departure, the Company will make every effort to
 62 give notice of such cancellation *or schedule change* by the end of the next calendar day
 63 via Company e-mail followed by primary phone contact in reverse order of seniority, if
 64 applicable. Although a Flight Attendant may receive an automated schedule change alert
 65 more than seven (7) days prior to the date of departure, Crew Scheduling will make
 66 contact to report and confirm a cancellation *or schedule change* no earlier than seven
 67 (7) days prior to the date of departure of the sequence. Assignments will be offered on a
 68 first-come, first-served basis. If the Flight Attendant does not contact Crew Scheduling as
 69 agreed to elsewhere within this Section, then the Flight Attendant will be required to
 70 check-in as originally scheduled.
 71

72 II. **Schedule changes and alternate assignment options under §10.S** 73 **[Pre-Cancellations]** 74

75 Just like with pre-cancellations, the Company may offer alternate assignments
 76 for schedule changes (e.g. re-times, flight routing changes, etc.) that occur in
 77 advance of the day of departure of the sequence pursuant to §10.S [Pre-
 78 cancellations]. All scheduling obligations and scheduling and pay protection
 79 options pursuant to §10.S apply to pre-cancellations as well as re-times, flight
 80 routing changes, et cetera. This includes but is not limited to the following
 81 summary of §10.S provisions as they apply to pre-cancellations, re-times,
 82 flight routing changes, etc., that occur in advance of the day of departure of
 83 the sequence.
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- 85 a. The Company may offer an alternate assignment to open positions that
 86 may include multiple sequences on the same day(s) as the original
 87 assignment. The Flight Attendant may (1) accept the alternate
 88 assignment or (2) decline the alternate assignment and waive pay
 89 protection.
 90
- 91 b. However, if the alternate assignment contains a check-in that is more
 92 than two (2) hours earlier and/or a release time that is more than two (2)
 93 hours later than the original assignment ("footprint + 2 hours"), then the
 94 Flight Attendant may decline and agree to call Crew Scheduling between
 95 6:00 PM and 8:00 PM local domicile time the night prior to the day of
 96 departure of the original assignment.



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c. If the Flight Attendant calls back Crew Scheduling between 6:00 PM and 8:00 PM local domicile time the night prior to the day of departure of the original sequence, then the alternate assignment offered must operate within the check-in and release times ("exact footprint") at domicile of the original sequence. If no such alternate assignment exists, then the Flight Attendant will be pay protected and relieved of further scheduling obligation,

III. ***"I didn't mean to acknowledge the Crew Access scheduling notification and/or I don't want the new assignment"***

A Flight Attendant who acknowledges a Crew Access notification for an unwanted schedule change occurring in advance of the day of departure of the sequence may subsequently call Crew Scheduling prior to 6:00 PM local domicile time on the day prior to the day of departure of the sequence in order to re-establish the Flight Attendant's scheduling obligations and scheduling and pay protection options under §10.S [Pre-Cancellations].

IV. ***"I acknowledged the Crew Access scheduling notification and/or I am willing to accept the new assignment"***

If a Flight Attendant wishes to retain her/his alternate assignment resulting from a schedule change occurring in advance of the day of departure of the sequence, then s/he must acknowledge the schedule change by either accepting the Crew Access notification or by coordinating with Crew Scheduling. No additional action is required, and the Flight Attendant will be subject to the revised scheduling obligation.

V. ***"I ignored the Crew Access scheduling notification and/or the attempts by Crew Scheduling to contact me"***

If a Flight Attendant ignores the Crew Access notification and/or the attempts by Crew Scheduling to contact her/him, then the Flight Attendant is subject to her/his original scheduling obligation and therefore must report as scheduled. However, the Flight Attendant may establish the scheduling obligations and scheduling and pay protections options under §10.S [Pre-Cancellations] if s/he contacts Crew Scheduling prior to 6:00 PM local domicile time on the day prior to the day of departure of the sequence.

VI. **Extension of the "Pre-Cancellations Due To COVID-19 Schedule Changes" LOA (executed 3/28/2020) through May 31, 2020**

The provisions of the aforementioned LOA are hereby extended through May 31, 2020 at 11:59 PM PT and are reproduced here in entirety for convenience.

The parties agree to temporarily administer §10.S [Pre-Cancellations] as follows:



145 SECTION 10 SCHEDULING

146 S. PRE-CANCELLATIONS

147 1. Notification

- 148 a. When flights are cancelled from the Flight Attendant's line of time in advance of the day of
149 departure, the Company will make every effort to give notice of such cancellation by the end
150 of the next calendar day via Company e-mail followed by primary phone contact in reverse
151 order of seniority, if applicable. Although a Flight Attendant may receive an automated schedule
152 change alert more than seven (7) days prior to the date of departure, Crew Scheduling will
153 make contact to report and confirm a cancellation no earlier than seven (7) days prior to the
154 date of departure of the sequence. Assignments will be offered on a first-come, first-served
155 basis. If the Flight Attendant does not contact Crew Scheduling as agreed to elsewhere within
156 this Section, then the Flight Attendant will be required to check-in as originally scheduled.
- 157 b. If a Flight Attendant reports a cancellation, then s/he may call Crew Scheduling no earlier than
158 one day prior to the date of departure of the sequence, and Crew Scheduling will confirm or
159 deny the cancellation with the Director of System Operations (DSO). Once the cancellation is
160 confirmed, the Company will notify the Flight Attendant in the same manner as for any other
161 cancellation.
- 162 c. If a cancellation occurs between 8:00 PM and 11:59 PM (local domicile time) the day prior, a
163 Flight Attendant will be pay protected for the cancelled sequence if all flights in the sequence
164 have been cancelled. If live flights still exist in a Flight Attendant's sequence, Crew Scheduling
165 may offer an alternate assignment that operates within the check-in and release times at
166 Sequence Home Domicile of the flight(s) cancelled from the Flight Attendant's line of time. If
167 contact is made and no such sequence is available at the time of initial contact between Crew
168 Scheduling and the Flight Attendant, the Flight Attendant will report at the time originally
169 scheduled. The Flight Attendant's schedule will reflect a scheduling obligation unless Crew
170 Scheduling subsequently contacts the Flight Attendant with further changes to her/his schedule
171 that affect such obligation.
- 172 d. If a Flight Attendant receives notice of flights that are cancelled from the Flight Attendant's
173 line of time in advance of the day of departure (via an automated schedule change alert,
174 Company e-mail or primary phone contact), and if s/he wishes to decline the sequence
175 containing such flights without pay protection, then s/he may do so at her/his option by
176 requesting Crew Scheduling to drop the sequence. Such request must be submitted by the
177 Flight Attendant via Company email to Crew Scheduling ("CrewSked FADesk"
178 <CrewSked.FADesk@alaskaair.com>) no later than one day prior to the date of departure of
179 the sequence. Crew Scheduling will make every reasonable effort to process the drop as soon
180 as operationally feasible but no more than twenty-four (24) hours after the submission. Crew
181 Scheduling will grant the drop request as long as any flight cancellations are confirmed within
182 the sequence and even if live flights still exist with such sequence. Crew Scheduling will deny
183 the drop request only if no confirmed flight cancellations exist within the sequence.
- 184 e. If a Flight Attendant wishes to decline a sequence containing one or more cancelled flights
185 without pay protection, and if s/he wishes to do so the day prior to the date of departure of
186 the sequence, then s/he must call Crew Scheduling to process the request.

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188 VII. **Temporary LOA effective dates**

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190 The provisions herein will be in effect upon execution of this Agreement from
191 April 18, 2020 at 0000 PT to May 31, 2020 at 2359 PT. The remainder of Section
192 10.S and all other provisions of the collective bargaining agreement remain in
193 full force and effect.

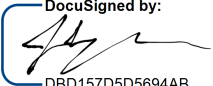
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195 VIII. **Without precedent**

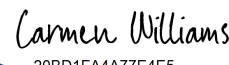
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197 This agreement is without precedent, and the circumstances described herein
198 cannot be used by either party in any other forum. Neither party will consider
199 this agreement as a proposed remedy either in whole or in part for active or



200 pending contractual disputes related to Sections 10.R [Reassignments], 10.S
201 [Pre-Cancellations] and Crew Access scheduling notifications, nor does either
202 party waive its right to seek remedy for such disputes under the Railway Labor
203 Act.
204

205 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
206 17th day of April 2020.
207

208 FOR:
209 ASSOCIATION OF FLIGHT
210 ATTENDANTS-CWA, AFL-CIO
211 
212 DocuSigned by:
213 DBD157D5D5694AB
214 Jeffrey Peterson
215 Master Executive Council President
216

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:
20BD1FA4A77E4E5...
Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations