



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

TEMPORARY WAIVER OF DISCIPLINE DELIVERY CONFIRMATION

This Memorandum of Understanding (MOU) is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by 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 an extraordinary financial burden;

NOW THEREFORE, the parties agree to temporarily administer JCBA Section 19.C.4 [Grievance Procedures – General] regarding the delivery of written Notifications of Discipline or Discharge (I-6s) to Flight Attendants as follows:

SECTION 19 GRIEVANCE PROCEDURES
C. GRIEVANCE PROCEDURES – GENERAL

4. It is understood that all written Notifications of Discipline or Discharge referred to herein in appeal steps will be with delivery confirmation except for notifications of Confirmation of Oral Warnings and Written Warnings. Such notifications will be emailed to the affected Flight Attendant at her/his Company-provided email address and the appropriate Association representation will be copied into the email. Notifications of Discipline or Discharge (I-6s) for Final Warnings under Section 32 of the JCBA, and all Suspensions and Terminations will continue to be sent to the affected Flight Attendant with delivery confirmation.

The processes and procedures described herein will be implemented immediately upon execution of this MOU and will remain in effect for all discipline issued through May 31, 2020. The parties agree to review the provisions outlined herein prior to the termination of the effective period of this MOU.

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 Memorandum of Understanding this 14th day of April 2020.

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

DocuSigned by:

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Jeffrey Peterson
Alaska MEC President

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

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Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations