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

**GRIEVANCE NO. 36-99-2-159-19**

**~  
VIOLATION §11.F, 11.F.13 & §11.D.2.C AIRPORT STANDBY RESERVE AND ON  
DUTY AT 4:29AM**

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

In full and final settlement of the above-referenced grievance, the Company and the Association (collectively "the parties") agree:

- I. Reserve Flight Attendants sitting airport standby (APSB) prior to 4:29 am local domicile time who do not receive a flight assignment during APSB:
  - a. Will be compensated pursuant to §11.D.2.c at one and one-half times (1.5x) the trip rate in that duty period of which one-half times (0.5x) the trip rate will be paid above guarantee for the APSB assignment if the Flight Attendant receives less than nine (9) hours' notice of the APSB assignment; or
  - b. Will be compensated straight time (1.0x) towards the reserve guarantee for the APSB assignment if the Flight Attendant receives at least nine (9) hours' notice of the APSB assignment.
- II. Reserve Flight Attendants sitting APSB prior to 4:29 am local domicile time and while on said APSB are given a flight assignment prior to 4:29 am will be compensated one and one-half times (1.5x) the trip rate for all TFP flown or credited or APSB in that duty period of which one-half times (0.5x) the trip rate will be paid above guarantee.
- III. Reserve Flight Attendants sitting APSB prior to 4:29 am local domicile time and while on said APSB are given a flight assignment after 4:29 am will be compensated one and one-half times (1.5x) the trip rate for all TFP flown or credited or APSB in that duty period of which one-half times (0.5x) the trip rate will be paid above guarantee.





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IV. Compensatory Settlement

The Company will pay the above applicable compensation to all Flight Attendants previously identified by the Association's Reserve Committee as eligible for such compensation. A list of said Flight Attendants was provided to the Company by the Association pursuant to this Settlement Agreement. The pay will be at the respective rates in effect on the last day of the bid month in which this Settlement Agreement is executed and paid above the reserve guarantee if applicable. No other actions are required by the Company other than the pay due to the specific Flight Attendants already referenced in this paragraph.

V. The provisions described in I, II and III above will be applied going forward from the date of execution of this Settlement Agreement.

VI. AFA will withdraw the grievance without precedent and without prejudice.

IN WITNESS WHEREOF, the parties hereto have signed this SETTLEMENT AGREEMENT this 20th day of May 2020.

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

FOR:  
ALASKA AIRLINES, INC.

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Stephanie Adams  
MEC Grievance Chairperson

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