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

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**GRIEVANCE NO. 36-99-2-116-18**  
~  
**VIOLATION §10.J.4 Bidding Timelines**

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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. The parties will actively work on installing an administrative lock-out function (or other mutually agreed upon solution) in the Navblue bidding system (or any successor system). The lock-out function will allow the 'back end' of the bidding system to be opened for bid protests, technical issues, or other adjustments while locking out Flight Attendants from altering their bids on the 'front end'. It is unknown whether Navblue can accommodate a lock-out function exactly as described in this paragraph. If it is not possible, the parties will work together and mutually agree on the alternate solution and how it would work. If an alternate solution is not mutually agreed upon, AFA reserves the right to refile this grievance.

II. Compensatory Settlement

The Company will pay compensation to all Flight Attendants whose adjusted April 2018 bid resulted in a loss of four (4) or more TFP and at least one day of flying from their original April 2018 bid. Approximately 150 Flight Attendants are in this pool, plus two additional Flight Attendants who do not meet the requirements but whose situations present unique circumstances that warrant settlement. The total TFP amount to be paid out is 1130.6 TFP. A list of said Flight Attendants will be provided to the Company by the Association pursuant to this Settlement Agreement. The Company will pay the TFP to all the above-named Flight Attendants no later than on their June 20, 2021, paycheck. For any affected Flight Attendant who is inactive (due to separation or furlough) as of June 20, 2021, the Company will mail a check (less applicable withholdings) to the Flight Attendant's last known address. The pay will be at the respective rates in effect on the day the Flight Attendant is paid. Payment will be paid above the reserve guarantee if applicable.





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III. This agreement fully resolves any and all disputes between the parties concerning the April 2018 bid period. AFA agrees that it will not seek any further compensation related to the February 2018 bid award. Moreover, this Agreement is limited to the particular facts addressed in the above-referenced grievance and may not be used as evidence of precedent in any future dispute, except in a grievance brought pursuant to Paragraph 1.

IN WITNESS WHEREOF, the parties hereto have signed this SETTLEMENT AGREEMENT this 29th day of June 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