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

OCTOBER 2020 INVOLUNTARY FURLOUGH MITIGATIONS

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

WHEREAS, the COVID-19 pandemic has caused an unprecedented drop in demand for air travel; and

WHEREAS, the Company has determined that a reduction in force is necessary beginning October 2020; and

WHEREAS, the parties wish to minimize the number and impact of involuntary furloughs and to enhance the provisions of Sections 15.B [Staffing Adjustment ... Leaves of Absence] and 18.A [Involuntary Furlough Mitigation] of the collective-bargaining agreement;

NOW, THEREFORE, the parties agree:

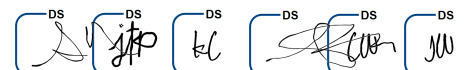
I. INVOLUNTARY FURLOUGH MITIGATION EFFORTS

A. The Company will offer the following extended leaves of absence and voluntary furloughs to help mitigate the number of involuntary furloughs:

- 1. Extended leaves of absence (ELOAs) of twelve (12) months duration, commencing October 2020; and
- 2. Enhanced Voluntary Furloughs (EVFs) of six (6), nine (9), twelve (12) and fifteen (15) months duration, all commencing October 2020.

B. Flight Attendants may bid for one, some, or all Extended Leaves of Absence and/or Enhanced Voluntary Furloughs on a single form, in order of preference. For the duration of the bidding process, the Company will provide electronic visibility into which seniority numbers have bid for an ELOA and/or each duration of EVF. ELOAs and EVFs will be awarded in Occupational Seniority (system seniority) order, without regard to duration.

C. If the Company continues to require a reduction in force after awarding all ELOAs and EVFs, and determines that staffing overages cannot be





42 addressed through monthly Staffing Adjustment Leaves in II.D., below,
 43 then the Company will involuntarily furlough Flight Attendants in reverse
 44 Occupational Seniority order.

45 II. ENHANCEMENTS AND CLARIFICATIONS OF EXTENDED LEAVES OF ABSENCE AND
 46 ENHANCED VOLUNTARY FURLOUGHS

47 The following enhancements and clarifications are in addition to the provisions
 48 regarding extended leaves of absence and voluntary furloughs set forth in
 49 Section 18.A.

50 A. Extended Leaves of Absence

51 1. Flight Attendants on an ELOA will retain and accrue both
 52 Occupational and Company Seniority. Longevity ("vesting service"
 53 for 401(k) vesting and retirement eligibility) will be frozen (i.e.
 54 retained but not accrued).

55 2. Should the Company request Flight Attendants on an ELOA to
 56 return to service prior to the expiration of the leave, requests will
 57 be made in Occupational Seniority order.

58 3. A Flight Attendant on an ELOA will be returned to the domicile to
 59 which s/he was assigned at the time of the commencement of the
 60 leave, unless all of the following are true:

61 a. S/he has a standing bid on file;

62 b. There is a vacancy at the domicile(s) for which s/he has a
 63 standing bid; and

64 c. S/he has sufficient seniority to be awarded the transfer.

65 4. A Flight Attendant on an ELOA may bid for and be awarded a
 66 vacancy bid prior to return to service, under the same terms and
 67 conditions as an active Flight Attendant.

68 5. A Flight Attendant on an ELOA will remain eligible for the
 69 Productivity Premium Program (PPP) and will be considered to be
 70 on no-bid status for purposes of achieving PPP pursuant to §21.R.7
 71 [Productivity Premium Program (PPP)]. The Flight Attendant will be
 72 eligible for record improvement if otherwise qualified.

73 6. A Flight Attendant on an ELOA is required to remain current
 74 pursuant to §18.A.1.f [Involuntary Furlough Mitigations]. The Flight
 75 Attendant will receive group healthcare coverage
 76 (medical/dental/vision) for her-/himself and dependents (if
 77 applicable) during the month s/he attends training, and the
 78 premium will be paid in full by the Company, if the Flight Attendant



- 79 qualified for and purchased such coverage (including Company-
80 paid) prior to going out on the ELOA.
- 81 B. Enhanced Voluntary Furlough (EVF)
- 82 1. A Flight Attendant will retain group health care coverage
83 (medical/dental/vision) for her-/himself and dependents (if
84 applicable) while on a EVF. The premium will be paid in full by the
85 Company for the duration of the EVF, if the Flight Attendant
86 qualified for and purchased group health care coverage (including
87 Company-paid) prior to taking the EVF.
- 88 2. A Flight Attendants on an EVF will retain and accrue both
89 Occupational and Company seniority. Longevity will be frozen
90 (retained but not accrued).
- 91 3. A Flight Attendants on an EVF will receive double credit toward
92 her/his 480 TFP minimums. S/he will receive an unpaid credit of
93 two and two-thirds (2.667) TFP for each day for which s/he is on
94 an EVF for the purposes of the applicable provisions in Sections 13
95 [Uniforms], 14 [Vacations], 23 [Insurance Benefits] and 32
96 [Attendance Policy].
- 97 4. A Flight Attendant who is awarded an EVF of nine (9) or fewer
98 months of duration will be recalled to the domicile to which s/he
99 was assigned at the time of the commencement of the EVF, unless
100 all of the following are true:
- 101 a. S/he has a standing bid on file;
- 102 b. There is a vacancy at the domicile(s) for which s/he has a
103 standing bid; and
- 104 c. S/he has sufficient seniority to be awarded the transfer.
- 105 5. A Flight Attendant awarded an EVF of ten (10) months or more may
106 be recalled to any domicile with a vacancy, subject to seniority.
107 However, a Flight Attendant awarded an EVF of ten (10) months or
108 more who is recalled at or prior to nine (9) months, will be returned
109 to the domicile to which s/he was assigned at the time of the
110 commencement of the EVF, unless all of the following are true:
- 111 a. S/he has a standing bid on file;
- 112 b. There is a vacancy at the domicile(s) for which s/he has a
113 standing bid; and
- 114 c. S/he has sufficient seniority to be awarded the transfer.



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6. A Flight Attendant on an EVF may bid for and be awarded a vacancy bid prior to return to service, under the same terms and conditions as an active Flight Attendant.
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7. A Flight Attendant on an EVF will remain eligible for the Productivity Premium Program (PPP) and will be considered to be on no-bid status for purposes of achieving PPP pursuant to §21.R.7 [Productivity Premium Program (PPP)]. The Flight Attendant will be eligible for record improvement if otherwise qualified.
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- C. Recall Procedures
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1. No Flight Attendant will be recalled to a given domicile until all domicile transfers have been awarded (standing bids honored).
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2. Flight Attendants will be recalled to service in the following order:
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- a. First, Flight Attendants on involuntary furlough, in Occupational Seniority order. A Flight Attendant recalled from involuntary furlough may elect to bypass recall until there is no Flight Attendant junior to her/him who remains on involuntary furlough.
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- b. Second (after no Flight Attendant remains on involuntary furlough), Flight Attendants on an Enhanced Voluntary Furlough in Occupational Seniority order, regardless of the duration of the EVF. A Flight Attendant recalled from an EVF may elect to bypass recall until there is no Flight Attendant junior to her/him who remains on EVF or until the expiration of her/his EVF, whichever occurs first.
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- c. Third, after no Flight Attendant remains on any type of furlough, the Company may request Flight Attendants on an Extended Leave of Absence to return to service, in Occupational Seniority order.
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3. The Company will recall a Flight Attendant to return to service no later than the first day of the bid month that is two bid months prior to the first working bid month. S/he will be provided access to the Preferential Bidding System (PBS) no later than the first day of the calendar month that is one bid month prior to the first working month. For example, a Flight Attendant must be recalled by April 1 in order to work in June. The Flight Attendant will have access to PBS no later than May 1, in order to bid for a June schedule.
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4. Response to Recall
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- a. Furloughed Flight Attendants must respond to a notice of recall within fifteen (15) days, except as noted below.



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- b. The Company will provide a form on which a Flight Attendant may elect a standing preference for either "recall" or "bypass." The Flight Attendant will be able to update the form at any time. Completion of the form will satisfy the requirement to respond to a recall; however, a Flight Attendant who has specified "recall" must affirmatively respond within fifteen (15) days of a notice of recall with her/his intention to accept reemployment.
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- b. A Flight Attendant on an EVF will be presumed to have bypassed recall if s/he has no standing preference on file and does not respond to a notice of recall within fifteen (15) days.
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- c. Flight Attendants must affirmatively respond to a recall notice if the recall notice indicates that s/he is the most junior Flight Attendant and no longer has the option to bypass recall. Failure to respond within fifteen (15) days will result in the Flight Attendant forfeiting her/his seniority with the Company.
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- d. A Flight Attendant on an ELOA is not required to respond to a request to return to service prior to the expiration of her/his leave.
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- e. If a Flight Attendant on ELOA, EVF or IVF is a full-time student in an accredited college or university, such Flight Attendant may at her/his option be bypassed for recall without forfeiting her/his right to recall. The right to bypass will extend only to the current term, in which the Flight Attendant is enrolled at the time of initial recall and may be utilized only if the bypass would not necessitate additional hiring. Proof of enrollment will be required.
- 183 D. Monthly Staffing Adjustment Leaves (SALs)
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1. The Company may offer SALs at each domicile. SALs will be awarded monthly in domicile seniority order. Only single bid month (i.e. "30 day") SALs will be offered for the fifteen (15) month period from October 2020 through December 2021. However, Flight Attendants may bid for and be awarded multiple consecutive single bid month SALs during this period. A Flight Attendant on a SAL will not be required to return to service prior to the expiration of the SAL.
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2. Through July 2021, a Flight Attendant on a SAL will receive double credit per B.3., above, toward her/his 480 TFP minimums.



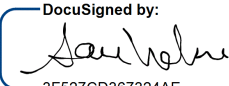
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3. Through July 2021, a Flight Attendant will retain group health care coverage (medical/dental/vision) for her-/himself and dependents (if applicable) while on a SAL. The premium will be paid in full by the Company for the duration of the SAL, if the Flight Attendant qualified for and purchased group health care coverage (including Company-paid) prior to taking the SAL.
 4. Flight Attendants on SALs will retain and accrue longevity and both Occupational and Company Seniority.
 5. A Flight Attendant on a SAL may bid for and be awarded a vacancy bid prior to return to service, under the same terms and conditions as an active Flight Attendant.
- E. Remaining Current While on an Involuntary Furlough
1. Subject to FAA regulations, a Flight Attendant on involuntary furlough may, at her/his option, complete any training required to remain current, and the Flight Attendant will be paid for such training.
 2. The involuntarily furloughed Flight Attendant will receive group healthcare coverage (medical/dental/vision) for her-/himself and dependents (if applicable) during the month s/he attends training, and the premium will be paid in full by the Company, if the Flight Attendant qualified for and purchased such coverage (including Company-paid) prior to being involuntarily furloughed.
 3. The Company will provide positive space online travel to training, per diem and a hotel room for involuntarily furloughed Flight Attendants who are required to attend training out of domicile based on the Flight Attendant's domicile prior to involuntary furlough.
 4. An involuntarily furloughed Flight Attendant wishing to return to domicile from her/his place of residence in order to attend Recurrent or Requalification Training will be allowed one (1) round-trip positive space bumpable Company Business pass (e.g. C1 on Alaska Airlines) to do so. The Flight Attendant will be responsible for booking her/his travel in Fly. Access to Fly will be temporarily granted strictly for this purpose if the Flight Attendant is outside of her/his pass travel period pursuant to §18.M [Online Pass Privileges...]. Such pass will be valid for use no more than one week prior to the first day of training and no more than one week after the last day of training.
- F. Unemployment Insurance
1. The Company will not contest the unemployment claim of a Flight Attendant on an ELOA, EVF or SAL.

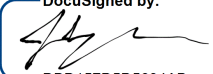


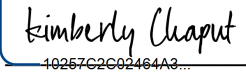
236 2. The Company will provide each Flight Attendant on an ELOA, EVF
 237 or SAL with a letter stating that the Flight Attendant has taken the
 238 leave/EVF in order to mitigate the involuntary furlough of another
 239 Flight Attendant.

240 G. Should any law or regulation be enacted that prohibits Flight Attendant
 241 furloughs the parties will meet and confer over any necessary changes to
 242 this document.

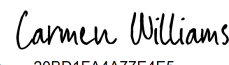
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 244 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
 245 8th day of July 2020.

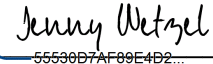
247 FOR:
 248 ASSOCIATION OF FLIGHT
 249 ATTENDANTS-CWA, AFL-CIO
 250 DocuSigned by:
 251 
 252 3F527CD367324AE...
 253 Sara Nelson
 254 International President

256 DocuSigned by:
 257 
 258 BDD157D5D5694AD...
 259 Jeffrey Peterson
 260 Master Executive Council President

262 DocuSigned by:
 263 
 264 10267C2C02464A3...
 265 Kimberley Chaput
 266 Senior Staff Attorney

267 DocuSigned by:
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 269 E2EB55859A0545E...
 270 Paula Mastrangelo
 271 Senior Staff Negotiator

FOR:
 ALASKA AIRLINES, INC.
 DocuSigned by:

 20BD4FA4A77E4E6...
 Carmen Williams
 Interim Vice President, Inflight
 Managing Director, Labor Relations

DocuSigned by:

 55530D7AF09E4D2...
 Jenny Wetzel
 Vice President, Labor Relations