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

**JCBA §30.B.3 TEMPORARY REQUALIFICATION TRAINING TIMELINE
MODIFICATION**

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

WHEREAS, recent direction from Alaska Airlines Inflight Compliance, based on regulatory guidance, has limited release of the Requalification Training home study computer-based training (CBT) to the first day of the month in which a Flight Attendant is scheduled to attend training; and

WHEREAS, Section 30.B.3 [Training: Recurrent Training] of the Joint Collective Bargaining Agreement requires that the Company offer a full Level I/Level II Requalification Training class within the first five (5) working days of every month; and

WHEREAS, the Company and the Association (collectively "the parties") recognize that the limited timeframe during which a Flight Attendant has to complete the home study CBT prior to attending Requalification Training places a greater burden on the Flight Attendant; and

WHEREAS, the parties wish to mitigate the burden by extending the amount of time that a Flight Attendant has in which to complete the home study CBT prior to attending Requalification Training;

NOW THEREFORE, the parties agree to extend the time period during which a Flight Attendant has to complete the Requalification Training home study CBT by temporarily administering Section 30.B.3 as follows:

SECTION 30 TRAINING

B. RECURRENT TRAINING

- 3. Recurrent Training during or upon return from leave of absence the Company will offer a full Level I/Level II Requalification Training class within the first five (5) working days no sooner than the seventh (7th) working day of every month. Flight Attendants who wish to attend Recurrent or Level I/Level II Requalification Training, may attend one of





47 the classes offered throughout the month if space is available. Flight
 48 Attendants will be pay protected the greater of the TFP value of any
 49 scheduling obligation(s) dropped in order to schedule full Level I/Level II
 50 Requalification Training or four (4.0) TFP per calendar day; such pay
 51 protection will begin on the fifth (5th) working day of the month and
 52 continue through the day prior to the aforementioned full Level I/Level II
 53 Requalification Training class.
 54

55 The provisions herein will become effective for the August 2020 bid month and will
 56 remain in effect through the December 2020 bid month unless extended by mutual
 57 agreement.
 58

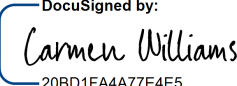
59 All other provisions of the collective-bargaining agreement remain in full force and effect.
 60

61 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
 62 19th day of June 2020.
 63

64 FOR:
 65 ASSOCIATION OF FLIGHT
 66 ATTENDANTS-CWA, AFL-CIO
 67

FOR:
 ALASKA AIRLINES, INC.

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 69 DBD157D5D56894AB
 70 _____
 71 Jeffrey Peterson
 72 Master Executive Council President
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 Carmen Williams
 Interim Vice President, Inflight
 Managing Director, Labor Relations