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

GROUND COMMUTING DURING SIGNIFICANT WEATHER EVENTS

This SIDELETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and 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 parties acknowledge the difficulty of ground commuting to domicile and staffing the operation during significant weather events; and

WHEREAS, the parties wish to settle Grievance No. 36-99-2-30-19 Violation of §28.G.2 Ground Commuting Policy by establishing procedures for ground commuting to domicile during significant weather events;

NOW, THEREFORE, the parties agree:

I. Section 28.G of the parties' collective-bargaining agreement is amended to read (underlined text is new language, ~~strikethrough~~ text is deleted language):

G. COMMUTER POLICY

The following sets forth the provisions concerning a Flight Attendant traveling to work.

1. Air Commuting Policy

The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant who lives in another city and commutes to her/his domicile/co-terminal on AAG operated flights and who enrolls her-/himself with the Inflight Department as a "registered air commuter".

a. Registered Commuter City

1. A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight schedule or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the "registered commuter city" and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered commuter city and could commute from any co-terminal).
2. A commuter residing outside of a metropolitan area as described in 1.a.i., above, must designate the airport closest to her/his residence or another

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- 43 nearby airport with greater frequency to the Flight Attendant's domicile served
 44 by the Alaska Airlines flight schedule or airports served through CPAs by Alaska
 45 Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in
 46 Flagstaff, AZ would designate PHX as the registered commuter city).
- 47 b. Commuter Policy recovery options in G.3., below, will be available for registered
 48 air commuters who have notified Crew Scheduling prior to the start of her/his
 49 scheduling obligation (e.g. prior to check-in for scheduled sequences, prior to the
 50 commencement of a reserve availability period, etc.) if two (2) consecutive
 51 scheduled flights from the registered air commuter's designated registered
 52 commuter city to the domicile/co-terminal are:
- 53 1. Cancelled due to weather (either in the registered commuter city or
 54 domicile/co-terminal);
 - 55 2. Cancelled due to mechanical problem;
 - 56 3. Cancelled due to Company convenience; or
 - 57 4. Significantly delayed (the second flight is posted at least thirty minutes (:30)
 58 or more late), and such flights would have arrived in the domicile or applicable
 59 co-terminal thirty minutes (:30) prior to scheduled check-in time).
- 60 2. Ground Commuting Policy
- 61 a. The provisions set forth in this Agreement regarding ground commuting apply to
 62 all Flight Attendants (whether or not they are a "registered air commuter"),
 63 including Flight Attendants who have picked up out of domicile/co-terminal.
- 64 1. Ground commuting will encompass traveling to work by car (e.g. personal
 65 vehicle, liveried transport, shared ride service excluding car pool options, etc.),
 66 public transportation (e.g. ferry, light rail/train, bus, etc.) or other ground
 67 transport method (e.g. bicycle, etc.).
 - 68 2. In the case of an unanticipated ground commuting failure, a Flight Attendant
 69 may utilize the Commuter Policy recovery options in G.3., below, provided that
 70 s/he calls Crew Scheduling at least one-hour (1:00) prior to scheduled check-
 71 in time (e.g. one-hour (1:00) prior to the commencement of APSB or two hours
 72 (2:00) prior to departure for scheduled sequences) and submits dated proof
 73 to management within seven (7) days of the event.
 - 74 3. Dated proof may include, but is not limited to, evidence of vehicle breakdown
 75 or accident, light rail/train service interruption, screenshot of SIG Alert,
 76 511.org snapshots showing unplanned road closures. If proof is not provided
 77 within seven (7) days, then the appropriate Attendance Policy points will apply.
 78 Example: A Flight Attendant who is stuck in traffic on a freeway that is shut
 79 down for three hours (3:00) due to a mudslide while on the way to work.
 80 Example: A Flight Attendant who is stopped on the light rail for one hour (1:00)
 81 due to a power outage while on the way to work.
- 82 b. A "registered air commuter" traveling to work from her/his registered commuter
 83 city to her/his domicile/co-terminal using air transportation then ground
 84 transportation to her/his domicile/co-terminal, may utilize the Ground Commuting
 85 Policy if s/he experiences an unanticipated ground commuting failure following
 86 her/his commuter flight, s/he contacts Crew Scheduling and submits dated proof
 87 timely.



88 Example: A Flight Attendant's report time is 3:00 PM out of BUR and s/he is
 89 domiciled in LAX. The Flight Attendant chooses an AAG flight that departs out of
 90 the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at 12:00 PM.
 91 An unexpected shutdown of a roadway prevents her/him reaching BUR prior to
 92 the check-in time.

- 93 c. A "registered air commuter" traveling to work from her/his registered commuter
 94 city who experiences a delay getting to the departure airport, causing her/him to
 95 miss the two (2) flight requirement 1.b., above, may utilize the Ground Commuting
 96 Policy if s/he contacts Crew Scheduling timely.

97 Example: A PDX Flight Attendant has a planned SEA-PDX air commute to her/his
 98 domicile that is scheduled to arrive prior to start of her/his scheduling obligation.
 99 S/he encounters an unanticipated road closure that causes a significant traffic
 100 delay resulting in the FA missing her/his flight(s).

- 101 d. Normal heavy traffic and a car running out of gas due to inadequate planning are
 102 not legitimate uses for the Ground Commuting Policy.

103 3. Ground Commuting During Significant Weather Events

- 104 a. In the event of a significant weather event affecting a domicile(s)/co-terminal(s)
 105 and/or the greater metropolitan area surrounding a domicile(s)/co-terminal(s),
 106 the Director of Crew Scheduling and the Master Executive Council president or
 107 their respective designees may by mutual agreement declare Significant Weather
 108 Ground Commuting Operations ("SWGCO"). In determining whether to declare
 109 SWGCO, the parties will consider factors such as activation of the Inflight
 110 Command Center, anticipated and/or actual flight cancelations, Company
 111 implementation of the corporate driver program, offering hotel rooms for crew
 112 members at domicile, etc. Such agreement will apply only to the affected
 113 domicile(s)/co-terminal(s) and will remain in effect until the Inflight Command
 114 Center has been deactivated.

- 115 b. When SWGCO is declared:

- 116 1. A ground-commuting Flight Attendant will not be assessed an occurrence or
 117 any points under Section 32 [Attendance Policy] if s/he reports for duty at
 118 domicile/co-terminal no more than four hours (4:00) after scheduled check-in
 119 time, provided that s/he (i) made a reasonable effort to arrive at her
 120 scheduled check-in time and (ii) notified Crew Scheduling at least one hour
 121 (1:00) prior to scheduled check-in time that s/he was experiencing a ground-
 122 commuting failure due to the severe weather event. Crew Scheduling will
 123 apply the Commuter Policy Recovery Options pursuant to Paragraphs 4.a.1-4
 124 for Lineholders or Paragraphs 4.b.1-3 for Reserves, below.
- 125 2. If the ground-commuting Flight Attendant reports for duty at domicile/co-
 126 terminal more than four hours (4:01+) after scheduled check-in time, then
 127 s/he will be assessed a No Show under Section 32.C [Attendance Policy
 128 Definitions], and Crew Scheduling will apply the Commuter Policy Recovery
 129 Policy pursuant to Paragraph 4.a. 1-4 for Lineholders or Paragraph 4.b.1-3
 130 for Reserves, below, provided that s/he (i) made a reasonable effort to arrive
 131 at her scheduled check-in time and (ii) notified Crew Scheduling at least one
 132 hour (1:00) prior to scheduled check-in time that s/he was experiencing a
 133 ground-commuting failure due to the severe weather event. The Flight
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- 136 Attendant may appeal the No Show through the Alternate Dispute Resolution
 137 (ADR) process or another panel that is mutually agreeable to the Association
 138 and the Company. If reasonable cause is determined for the Flight Attendant
 139 reporting more than four hours (4:01+) after scheduled check-in time, then
 140 the Attendance Policy points for the No Show and the associated occurrence
 141 will be removed.
- 142 3. If a Flight Attendant notifies Crew Scheduling at least one hour (1:00) prior
 143 to scheduled check-time that s/he is experiencing a ground committing
 144 failure but does not report to domicile/co-terminal at all, then s/he will be
 145 assessed a No Show under Section 32.C [Attendance Policy Definitions]. The
 146 Flight Attendant may appeal the No Show through the Alternate Dispute
 147 Resolution (ADR) process or another panel that is mutually agreeable to the
 148 Association and the Company. If reasonable cause is determined for the
 149 Flight Attendant failing to report to domicile/co-terminal, then the Attendance
 150 Policy points for the No Show and the associated occurrence will be
 151 removed. Crew Scheduling will apply the Commuter Policy Recovery Options
 152 pursuant to Paragraph G.4.a.5 for Lineholders or Paragraph G.4.b.4 for
 153 Reserves, below.
- 154 4. If a Flight Attendant does not contact Crew Scheduling and has been
 155 assessed a No Show under Section 32.G [Attendance Policy Definitions], then
 156 s/he may elect to recover flying under Section 10.CC [No Show Sequence
 157 Recovery...].
- 158 4. Commuter Policy Recovery Options
- 159 a. Lineholders or Reserves picking up on days off (hereafter referred to as
 160 "Lineholders" for the purposes of this provision) must make all reasonable efforts
 161 to arrive in domicile/co-terminal prior to the commencement of their scheduling
 162 obligation. A Lineholder must also adhere to the requirements for air or ground
 163 commuting, as appropriate, set forth elsewhere in this Section. However, in the
 164 event of a commuting failure, Crew Scheduling will have the option of assigning
 165 the Lineholder to any one of the following:
- 166 1. Allow the Lineholder to rejoin the Lineholder's scheduled sequence at the SIP
 167 or at a point mutually agreed upon between the Lineholder and Crew
 168 Scheduling.
- 169 2. Give the Lineholder a Like Sequence from the Lineholder's registered
 170 commuter city, if applicable, or a Like Sequence in the Lineholder's
 171 domicile/co-terminal. Such Like Sequence will not require the Flight
 172 Attendant to RON if s/he was not originally scheduled to do so. The Flight
 173 Attendant may agree to fly into a day(s) off, and s/he will be paid one and a
 174 half times (1.5x) the trip rate for any flying on the day(s) off.
- 175 3. Assign the Lineholder to APSB in her/his registered commuter city, if
 176 applicable, or at her/his domicile in the case of a ground commuter.
- 177 4. If the Lineholder is assigned to APSB under 3.a.iii., above, and is not assigned
 178 a sequence within four hours (4:00) after being assigned APSB, the Lineholder
 179 will be assigned a Like Sequence the following day from the domicile city. Such
 180 Like Sequence will not require the Flight Attendant to RON if s/he was not
 181 originally scheduled to do so. The Flight Attendant may agree to fly into a
 182 day(s) off, and s/he will be paid one and a half times (1.5x) the trip rate for
 183 any flying on the day(s) off.



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5. If the options above are not used by Crew Scheduling, the Lineholder will be granted a personal leave for the Lineholder's scheduled sequence of flying. If the Lineholder is granted a personal leave, s/he will be required to pick up "comparable Open Time" to replace the sequences lost within thirty (30) days after the date of the personal leave. If the Lineholder does not pick up Open Time within thirty (30) days, Scheduling will assign the Lineholder to "comparable Open Time" and provide notification of the assignment.
 6. If a Lineholder is not a registered air commuter and receives a No Show for her/his flight, s/he will be released from any further scheduling obligation to that sequence and subject to Section 32 [Attendance Policy]. However, the Lineholder may be eligible for No Show Sequence Recovery per Section 10.CC. [No Show Sequence Recovery...].
 7. As used in 3.a.v., above, the term "comparable Open Time" will mean an equal number of day(s) (e.g. a one (1) day for a one (1) day, three (3) day for a three (3) day, etc.) In the event of a disagreement as to comparability, the Director of Crew Scheduling or her/his designee will make the final determination.
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- b. Reserves or Lineholders picking up reserve days (hereafter referred to as "Reserves" for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation (e.g. prior to their reserve availability period if commuting by air, or prior to airport standby or scheduled check-in time for a scheduled sequence if commuting by ground). A Reserve must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this Section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Reserve to any one of the following:
 1. Reassign the Reserve or allow the Reserve to return to the LTFA list once the Reserve arrives in her/his domicile/co-terminal.
 2. Assign the Reserve to APSB in her/his registered commuter city, if applicable, or in domicile/co-terminal in the case of ground-commuting Flight Attendants.
 3. If the Reserve is assigned to APSB under 3.a.iii., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Reserve will be required to report for their next reserve assignment in her/his domicile/co-terminal.
 4. If the options above are not used by Crew Scheduling, the Reserve will be granted a personal leave for the impacted day(s). If the Reserve is granted a personal leave, s/he will be required to work with Crew Scheduling to restore an equal number of reserve day(s) missed as a result of the personal leave. Such restoration must occur within thirty (30) days after the date of the personal leave. If the Reserve does not contact Crew Scheduling to restore such day(s) within thirty (30) days, Scheduling will assign reserve day(s) to the Reserve and provide notification of the assignment.
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5. Flight Attendants will not be compensated for the TFP lost due to the personal leave granted as a result of commuting failure. Flight Attendants will be compensated for the TFP actually flown if given another sequence or reserve day(s), if applicable. If the Flight Attendant is assigned to APSB, the Flight Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of APSB up to a maximum of five hours (5:00) on APSB and credited with five (5.0) TFP per duty period of APSB.



232 6. "Registered Air Commuters" will be given boarding priority over Company employees
 233 (and dependents) on pleasure travel and over all employees of other airlines on Alaska
 234 Airlines mainline flights and on other airlines if applicable in accordance with current
 235 Company policy at the time of the commute.

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237 II. The Association will withdraw Grievance No. 36-99-2-30-19 Violation of §28.G.2
 238 Ground Commuting Policy without prejudice but with precedent.

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240 All other provisions of the Collective Bargaining Agreement remain in full force and effect.

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242 IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT this
 243 20th day of May 2020.


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245 FOR:
 246 ASSOCIATION OF FLIGHT
 247 ATTENDANTS-CWA, AFL-CIO

FOR:
 ALASKA AIRLINES, INC.

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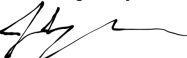
252 Sara Nelson
 253 International President

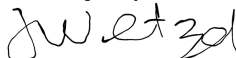
Carmen Williams
 Interim Vice President, Inflight
 Managing Director, Labor Relations

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259 Jeffrey Peterson
 260 Master Executive Council President

Jenny Wetzel
 Vice President, Labor Relations

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265 Kimberley Chaput
 266 Senior Staff Attorney