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

REDUCTION IN FORCE 2020

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 recognize that references to "seniority" in Section 18 of the collective-bargaining agreement require clarification to reflect actual practice; and

WHEREAS the parties wish to clarify the procedures for returning from an Extended Leave of Absence; and

WHEREAS the parties wish to allow Flight Attendants to conduct Union Business or Company Business while on a voluntary furlough;

NOW THEREFORE the parties agree Section 18 [Reduction in Force] and Section 27 [General – Association] are amended as follows:

SECTION 18. REDUCTION IN FORCE

A. INVOLUNTARY FURLOUGH MITIGATION

1. Extended Leaves of Absence

c. The Flight Attendant's longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be frozen while out on leave, however Company and Occupational Seniority will continue to accrue.

h. The Company may request the Flight Attendant on an extended leave return to work prior to the end of her/his extended leave but the Flight Attendant is not required to return before the extended leave expires. Such requests will be made in Occupational Seniority order.

i. A Flight Attendant returning to work from an extended leave will be returned to her/his most recent domicile, unless all of the following are true:





- 40 1) S/he has a standing bid on file for another domicile
- 41 that is listed at a higher priority than her/his most
- 42 recent domicile,
- 43 2) There is a vacancy at the other domicile, and
- 44 3) S/he has sufficient seniority to be awarded the
- 45 transfer.

2. Voluntary Furloughs

- d. The Flight Attendant's longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be frozen while out on voluntary furlough, however Company and Occupational Seniority will continue to accrue.

D. RECALL FROM FURLOUGH AND BYPASS

The order of recall from furlough will be by Occupational Seniority. A Flight Attendant may decline recall until no Flight Attendant junior to her/him remains on furlough. Flight Attendants will remain on the recall list for a period not to exceed five (5) years.

K. INVOLUNTARY FURLOUGH SENIORITY RETENTION

An employee on involuntary furlough will retain ~~but not~~ and accrue Company and Occupational Seniority; longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be frozen (i.e. retained but not accrued). An employee who resigns from the Company loses all seniority immediately upon termination.

SECTION 27. GENERAL - ASSOCIATION

AA. UNION BUSINESS AND/OR COMPANY BUSINESS WHILE ON A LEAVE OR VOLUNTARY FURLOUGH AND/OR COLLECTING SICK LEAVE

Flight Attendants may continue to perform Union Business (UB) and/or Company Business (CB) while on a leave or voluntary furlough and/or collecting sick leave, and while doing so, will be compensated for such UB or CB as if they were not on a leave or voluntary furlough.

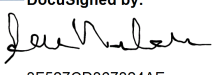
All other provisions of the Collective Bargaining Agreement remain in full force and effect.

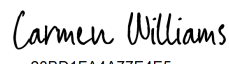


77 IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT
78 this 8th day of July.

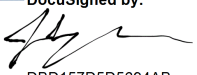
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80 FOR:
81 ASSOCIATION OF FLIGHT
82 ATTENDANTS-CWA, AFL-CIO


FOR:
ALASKA AIRLINES, INC.

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85 _____
86 3F527CD367324AE...
87 Sara Nelson
88 International President

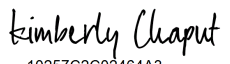
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20BD1FA4A77E4E6...
Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations

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93 Jeffrey Peterson
94 Master Executive Council President

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Jenny Wetzel
Vice President, Labor Relations

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97 _____
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99 Kimberley Chaput
100 Senior Staff Attorney

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Paula Mastrangelo
Senior Staff Negotiator