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

AMENDMENT OF JCBA SECTION 35 [DURATION]

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") hereafter referred to as "the parties."

WHEREAS, Section 35 [DURATION] of the 2018-2021 Flight Attendant Joint Collective Bargaining Agreement (JCBA) provides for a sixty (60) day notice prior to December 17, 2020 to be given by either party to begin negotiations on a successor Collective Bargaining Agreement (CBA); and

WHEREAS, the COVID-19 pandemic has disrupted the airline industry, forced significant workforce reductions and negatively impacted air carriers, including Alaska Airlines; and

WHEREAS, the parties recognize that initiating negotiations during such uncertain times would not be fruitful for either party;

NOW THEREFORE, the parties agree to amend Section 35 [Duration] of the JCBA as follows:

SECTION 35: DURATION

This Agreement, except as otherwise specifically stated, will become effective upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, and will continue in full force and effect through December 17, 2021, and shall renew itself without change until each succeeding December 17 thereafter, unless written notice of intended change is served in accordance with Section 6, Title 1 of the Railway Labor Act, as amended by either party hereto, at least sixty (60) days prior to ~~December 17, 2020~~ September 1, 2021, or prior to any December 17th thereafter.

The parties agree to engage in Section 6 negotiations for a period of twelve (12) months; if no tentative agreement has been reached at the end of twelve (12) months, the parties will jointly request mediation under the auspices of the National Mediation Board.





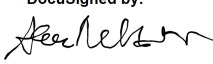
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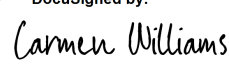
All other provisions of the Collective Bargaining Agreement remain in full force and effect.

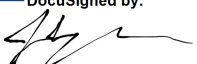
IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT this 11th day of December 2020.

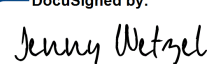
FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

3F527CD367324AE...
Sara Nelson
International President

DocuSigned by:

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

DocuSigned by:

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Jeffrey Peterson
Master Executive Council President

DocuSigned by:

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Jenny Wetzel
Vice President, Labor Relations

DocuSigned by:

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Paula Mastrangelo
Senior Staff Negotiator