



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

GRIEVANCE NO. 36-99-2-144-19

VIOLATION §13.D.1 UNIFORM ALLOTMENT AND OPTIONAL PIECES

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

In full and final settlement of the above-referenced grievance, the Company and the Association (collectively "the parties") agree:

- I. Effective on the date of this agreement, the Company will sell all present and future Luly Yang items available for purchase at the Company Store (storefront and/or online) at cost (i.e. no markup) to all Alaska Airlines Flight Attendants. Present Luly Yang items include: socks, shoes, sunglasses, weekender bag, scarf and handbag. (Images of items and prices current as of July 2020 attached.)

Luly Yang



Handbag by Luly Yang
\$167.00



Scarf by Luly Yang
\$22.00



Shoes by Luly Yang
\$99.00



more colors available
Socks by Luly Yang
\$7.00



Sunglasses by Luly Yang



Weekender Bag by Luly Yang
\$118.00



**AFA SETTLEMENT AGREEMENT
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- II. The following chart indicates the July 2020 cost, price, margin and MSRP for the six items shown above:

| Item | Cost | Price | Margin | MSRP |
|---------------|----------|----------|--------|----------|
| Aura Handbag | \$163.00 | \$167.00 | 2.45% | \$375.00 |
| Weekender Bag | \$105.00 | \$118.00 | 12.38% | \$195.00 |
| Shoes | \$94.70 | \$99.00 | 4.54% | \$192.00 |
| Socks | \$5.15 | \$7.00 | 35.92% | \$10.50 |
| Scarf | \$17.10 | \$22.00 | 28.65% | \$42.00 |
| Sunglasses | \$34.20 | \$42.00 | 22.81% | \$72.00 |

- III. The Company is not obligated to sell Luly Yang items at the Company Store; however, if it does, all Luly Yang items will be sold at cost to all Alaska Airlines Flight Attendants.
- IV. On or before March 1, 2021, management will post an article on the Inflight division specific pages of *Alaska's World* and *On Your Horizon* providing notice of the price changes of the Luly Yang items at the Company Store.
- V. This settlement is a go forward resolution only.
- VI. Moreover, this Agreement is limited to the particular facts addressed in the above-referenced grievance and may not be used as evidence of precedent in any future dispute.

IN WITNESS WHEREOF, the parties hereto have signed this SETTLEMENT AGREEMENT this 2nd day of February 2021.

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

DocuSigned by:

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Stephanie Adams
MEC Grievance Chairperson

FOR:

ALASKA AIRLINES, INC.

DocuSigned by:

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