



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

**GRIEVANCE NO. 36-99-2-165-19
~
VACATION TRADING**

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. On or about October 28, 2019, the Company's Flight Attendant vacation trading system went down for 20 minutes affecting many Flight Attendant's ability to trade their vacation. Approximately 57 Flight Attendants contacted AFA due to the outage.
- II. The Company agrees to pay each of those 57 Flight Attendants 1.0 TFP no later than their March 19, 2021, paycheck.
- III. The Company agrees to issue an apology to each of those 57 Flight Attendants on their Company email address no later than the paycheck issuance date above.
- IV. AFA will withdraw the grievance without precedent and without prejudice. The circumstances herein cannot be used by either party in any other forum.

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