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

GRIEVANCE NO. 36-99-2-116-18 & ADR 010-20A

~
VIOLATION §10.J.4 Bidding Timelines

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 and Alternative Dispute Resolution (ADR) agenda item, the Company and the Association (collectively "the parties") agree:

Alaska Airlines' Preferential Bidding System (PBS) vendor NAVBLUE was unable to implement an administrative lock-out function as outlined in Paragraph I of the AFA Settlement Agreement for Grievance No. 36-99-2-116-18 [Violation §10.J.4 Bidding Timelines] executed June 29, 2020. Additionally, AFA brought forward similar concerns pursuant to ADR agenda item 010-02A with regard to no administrative lock out function available during the bid protest period. Therefore, in the event of bid protests, technical issues or other adjustments, a new bidding timeline will be published to all Flight Attendants via a required Bulletin Bundle and alert. Such timeline will be five days duration unless the parties mutually agree upon a shorter duration.

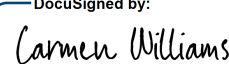
Paragraphs II and III of the original settlement dated June 29, 2020, remain in effect.

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:

E2050C7EAB14449
Stephanie Adams
MEC Grievance Chairperson

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

20BD1FA4A7FEA5
Carmen Williams
Interim Vice President, Inflight
Managing Director, Labor Relations