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

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**ONE YEAR CONTRACT EXTENSION 2021-2022**

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12 This TENTATIVE AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")  
13 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association")  
14 hereafter referred to as "the parties."

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16 WHEREAS, the parties recognize that delaying negotiations would be in the interest of  
17 both parties given the uncertain environment in the airline industry due to the COVID-19  
18 pandemic and the industry's developing recovery.

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20 NOW THEREFORE, the parties agree to extend the 2018-2021 Joint Collective Bargaining  
21 Agreement (JCBA) by one year to become the 2018-2022 JCBA, rather than enter  
22 renegotiations for the entire agreement, with the specific conditions as follows:

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24 **I. Amended Section 35 Duration**

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26 Section 35 Duration will be amended to include a one-year extension to the  
27 2018-2021 JCBA, and the parties will begin direct negotiations on or about  
28 September 1, 2022, unless mutually agreed otherwise:

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30 **SECTION 35: DURATION**

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32 This Agreement, except as otherwise specifically stated, will become  
33 effective upon ratification of the AFA Alaska Airlines-Virgin America  
34 Merger Agreement, and will continue in full force and effect through  
35 December 17, 2022 ~~2021~~, and shall renew itself without change until  
36 each succeeding December 17 thereafter, unless written notice of  
37 intended change is served in accordance with Section 6, Title 1 of the  
38 Railway Labor Act, as amended by either party hereto, at least sixty (60)  
39 days prior to ~~December 17, 2020~~ September 1, 2022, or prior to any  
40 December 17<sup>th</sup> thereafter.

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42 The parties agree to engage in Section 6 negotiations for a period of  
43 twelve (12) months; if no tentative agreement has been reached at the  
44 end of twelve (12) months, the parties will jointly request mediation

45 under the auspices of the National Mediation Board. By mutual  
46 agreement, the parties may delay any joint application for mediation.  
47 After twelve (12) months of direct negotiations, either party may file a  
48 sole application for mediation.

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50 **II. Amended Section 21.A [Step Rates of Pay]**

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52 Section 21.A [Step Rates of Pay] will be amended to provide for a scale increase  
53 of one and one-half percent (1.5%) effective December 17, 2021:  
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<b>YOS</b>	<b>+2.5%</b> <b>12/17/2020</b>	<b>+1.5%</b> <b>12/17/2021</b>
Year 1	\$24.58	\$24.95
Year 2	\$27.88	\$28.30
Year 3	\$29.25	\$29.69
Year 4	\$31.78	\$32.26
Year 5	\$33.17	\$33.67
Year 6	\$37.38	\$37.94
Year 7	\$41.02	\$41.64
Year 8	\$42.35	\$42.99
Year 9	\$43.51	\$44.16
Year 10	\$45.14	\$45.82
Year 11	\$48.47	\$49.20
Year 12	\$51.72	\$52.50
Year 13	\$56.29	\$57.13
Year 14	\$57.34	\$58.20
Year 15	\$58.37	\$59.25
Year 16	\$59.42	\$60.31

55 This Tentative Agreement will become effective following the Association's certification  
56 of ratification by membership vote and upon execution by the parties' authorized  
57 signatories of a Sideletter of Agreement that memorializes these terms and conditions.  
58 All other provisions of the Collective Bargaining Agreement will remain in full force and  
59 effect.

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