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

ONE YEAR CONTRACT EXTENSION 2021-2022

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

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

I. Amended Section 35 Duration

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

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~~ 2022, 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, 2022, or prior to any December 17th thereafter.

DS SN DS JTP DS PM

DS TG DS JW DS CW



45 The parties agree to engage in Section 6 negotiations for a period of
 46 twelve (12) months; if no tentative agreement has been reached at the
 47 end of twelve (12) months, the parties will jointly request mediation
 48 under the auspices of the National Mediation Board. By mutual
 49 agreement, the parties may delay any joint application for mediation.
 50 After twelve (12) months of direct negotiations, either party may file a
 51 sole application for mediation.
 52

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

54
 55 Section 21.A [Step Rates of Pay] will be amended to provide for a scale increase
 56 of one and one-half percent (1.5%) effective December 17, 2021:
 57

YOS	+2.5% 12/17/2020	+1.5% 12/17/2021
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

58 This Sideletter of Agreement will become effective upon execution of the below
 59 signatories and the Association's certification of ratification by membership vote. All
 60 other provisions of the Collective Bargaining Agreement remain in full force and effect.
 61

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62 IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF
63 AGREEMENT this 12th day of May 2021.

64 FOR:
65 ASSOCIATION OF FLIGHT
66 ATTENDANTS-CWA, AFL-CIO


FOR:
ALASKA AIRLINES, INC.

68 DocuSigned by:
69 
70 3F527CD367324AE...


71 Sara Nelson
72 International President

DocuSigned by:

541316D343234AD...

Travis Gelbrich
Vice President, Inflight

74 DocuSigned by:
75 
76 DBD157D5D5694AB...

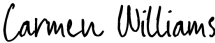
77 Jeffrey Peterson
78 Master Executive Council President

DocuSigned by:

55530D7AF89E4D2...

Jenny Wetzel
Vice President, Labor Relations

80 DocuSigned by:
81 
82 E2EB55859A0545E...

83 Paula Mastrangelo
84 Senior Staff Negotiator

DocuSigned by:

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Carmen Williams
Managing Director, Labor Relations