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

GRIEVANCE NO. 36-99-2-45-17

**~
VIOLATION §10.S Precancellations and Schedule Changes**

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. All pre-cancellations, retimes, flight routing changes and aircraft downgrades that occur in advance of the day of departure (i.e. first day) of a sequence, for a Lineholder or for a Reserve who picked up on days off, will be handled under JCBA §10.S [Pre-Cancellations].
 - a. Contractual references in §10.S [Pre-Cancellations] to "pre-cancellations," "flight(s)... cancelled," "cancelled...flight(s)," "cancellation(s)," and other similar variants of "pre-cancellations" occurring in advance of the day of departure of a sequence will be understood to also refer to the circumstances defined in I. above (pre-cancellations, retimes, flight routing changes and aircraft downgrades) in order to determine the applicable scheduling and pay protection options.
 - b. Pay protection under §10.S.1.c (pre-cancellations that occur between 8:00 PM and 11:59 PM local domicile time the day prior to the first day of a sequence) will apply only if all flights in the sequence have been cancelled. All other scheduling options and obligations under §10.S.1.c apply to pre-cancellations as defined in I. above.
- II. "Aircraft downgrades" in I. above refers to aircraft swaps from an equipment type requiring four Flight Attendants to an equipment type requiring three Flights Attendants when the Company builds three-position ("ABC") and one-position ("D") sequences. Such downgrades are resolved pursuant to §10.R.1.c, however, if the Company begins to build anything other than ABC-position and D-position sequences, then the parties will reconvene to bargain on the application of such pairings pursuant to pre-cancellations under this Letter of Agreement.

DS
SAA CW
DS




48 III. This Settlement Agreement is effective on Tuesday, June 1, 2021, at 12:01
49 am PDT.

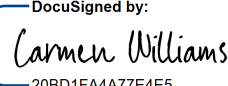
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51 IV. AFA will withdraw the grievance with precedent and without prejudice.
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53 IN WITNESS WHEREOF, the parties hereto have signed this SETTLEMENT AGREEMENT
54 this 18th day of May 2021

55
56 FOR:
57 ASSOCIATION OF FLIGHT
58 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

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60 DocuSigned by:
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DocuSigned by:

20BD1FA4A77E4E5...

63 Stephanie Adams
64 MEC Grievance Chairperson

Carmen Williams
Managing Director, Labor Relations