



1
2
3
4
5
6
7

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

8
9
10

Spring 2022 Incentive Premium

11
12 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company")
13 and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").
14

15 WHEREAS there is an operational need for Flight Attendants to cover current and
16 anticipated scheduled flying; and
17

18 WHEREAS the Company and the Association (collectively "the parties") desire to
19 establish a supplemental incentive program;
20

21 NOW, THEREFORE, the parties agree to the following provisions for the Spring 2022
22 Incentive Program:
23

24 A. EFFECTIVE DATES

25
26 March, April, and May 2022 bid months (March 2, 2022 – May 31, 2022)
27

28 B. QUALIFICATION PERIOD

29
30 Each bid month will be considered separately
31

32 C. QUALIFYING TFP

33
34 1. Definition: "Spring 2022 Incentive TFP"

35
36 All Worked TFP (i.e., all paid TFP excluding vacation/Longevity PTO and
37 sick leave) and excluding Initial Training pay (i.e., for Flight Attendants in
38 Requalification Level 3 [RQ3] status) and excluding pay protection:
39

40 **Worked TFP (all paid TFP – vacation/Longevity PTO – sick leave)**
41 **– Initial Training (RQ3) pay – pay protection = Spring 2022**
42 **Incentive TFP**
43

44 2. Payout Threshold

45 Spring 2022 Incentive TFP greater than or equal to (\geq) one hundred and
46 one-tenth (100.1) qualifying TFP in the bid month. ("Qualifying TFP" in
47 this context is the same as Spring 2022 Incentive TFP.)





48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93

3. Limitations

- a. No more than one hundred forty (140.0) TFP from Union Business (UB) and Company Business (CB) combined count towards the Spring 2022 Incentive TFP threshold of one hundred (100.1) TFP and the subsequent premium payout of two times (2.0x) the trip rate for Spring 2022 Incentive TFP that meets or exceeds one hundred (100.1) TFP.

Example: FA is credited 150.0 TFP CB for instructing Recurrent Training and Initial Training classes in April. 110.0 TFP is paid at 1.0x and 40.0 TFP is paid at 2.0x. (The 150.0 TFP CB/UB is capped at 140.0 TFP towards the Spring 2022 Incentive TFP threshold, of which 40.0 TFP exceeds the threshold and is therefore paid at 2.0x.)

Example: FA is credited 125.0 TFP CB for instructing Recurrent Training and Initial Training classes and is also credited 20.0 TFP UB for AFA committee work, for a combined total of 145.0 TFP from CB/UB in May. Additionally, the FA picks up a sequence from Open Time totaling 20.0 TFP in the same bid month as the CB/UB work. 105.0 TFP is paid at 1.0x and 60.0 TFP is paid at 2.0x. (The 145.0 TFP CB/UB is capped at 140.0 TFP towards the Spring 2022 Incentive TFP threshold; the 40.0 TFP from UB/CB that exceeds the threshold is combined with the 20.0 TFP from Open Time pick-up and therefore 60.0 TFP is paid at 2.0x.)

- b. No limitations on any other form of qualifying TFP.

D. SPRING 2022 INCENTIVE PREMIUM

1. 2.0x rate on Spring 2022 Incentive TFP ≥ 100.1 in the bid month

Two times (2.0x) the trip rate on all Spring 2022 Incentive TFP greater than or equal to one hundred and one-tenth (≥ 100.1) qualifying TFP in the bid month.

Example: FA has 100.0 Spring 2022 Incentive TFP (i.e., Worked TFP minus PP and RQ3) in March and picks up a sequence from another FA worth 10.0 TFP in the same bid month, for a total of 110.0 TFP Spring 2022 Incentive TFP. The FA has no other premium pay due from irregular operations. 10.0 TFP will be paid at the 2.0x Spring 2022 Incentive Premium.



- 94 2. Premium Open Time (1.5x, etc.) that operates during the incentive period
 95 counts toward the Spring 2022 Incentive TFP threshold (≥ 100.1 TFP) and
 96 related pay rate as applicable.
 97

98 *Example: FA has 90.0 Spring 2022 Incentive TFP (i.e., Worked TFP minus*
 99 *PP and RQ3) in April, and they pick up a sequence from Premium Open*
 100 *Time worth 10.0 TFP at 1.5x for a total of 100.0 qualifying TFP. The FA*
 101 *has no other premium pay due from irregular operations. 10.0 TFP will be*
 102 *paid at 1.5x for Premium Open Time, and the FA is due no Spring 2022*
 103 *Incentive premium because the 100.0 qualifying TFP did not meet or*
 104 *exceed the payout threshold of 100.1 qualifying TFP.*
 105

- 106 3. Pyramids with Premium Open Time but caps at 2.0x
 107

108 When combined with the Spring 2022 Incentive Premium, Premium Open
 109 Time at one and one-half times (1.5x) the trip rate increases to two times
 110 (2.0x) the trip rate but does not further increase and/or pyramid with
 111 higher Premium Open Time rates of pay (e.g., 2.0x remains at 2.0x).
 112

113 *Example: FA has 100.0 Spring 2022 Incentive TFP (i.e., Worked TFP*
 114 *minus PP and RQ3) in May, and they pick up a sequence from Premium*
 115 *Open Time worth 10.0 TFP at 1.5x in the same bid month for a total of*
 116 *110.0 qualifying TFP. The FA has no other premium pay due from*
 117 *irregular operations. The 10.0 TFP from Premium Open Time (1.5x) will*
 118 *increase and be paid at 2.0x due to the Spring 2022 Incentive premium.*
 119

120 *Example: FA has 100.0 Spring 2022 Incentive TFP (i.e., Worked TFP*
 121 *minus PP and RQ3) in March, and they pick up a sequence from Premium*
 122 *Open Time worth 10.0 TFP at 2.0x in the same bid month for a total of*
 123 *110.0 qualifying TFP. 10.0 TFP will be paid at 2.0x because they are*
 124 *already receiving 2.0x from Premium Open Time and the Spring 2022*
 125 *Incentive premium does not pyramid with Premium Open Time above*
 126 *2.0x pay.*
 127

- 128 4. Premium pay from all other sources (e.g., premium pay due to irregular
 129 operations) is not capped and will be paid as it is today in accordance
 130 with the contract.
 131

132 *Example: FA has 100.0 Spring 2022 Incentive TFP (i.e., Worked TFP*
 133 *minus PP and RQ3) in April, and they pick up a sequence from another*
 134 *FA worth 10.0 TFP for a total of 110.0 qualifying TFP in the bid month.*
 135 *The FA is eligible for 5.0 TFP at 1.5x pay and 5.0 TFP at 2.0x pay due to*
 136 *irregular operations. 5.0 TFP will be paid at 1.5x and 5.0 TFP will be paid*
 137 *at 2.0x due to the irregular operations, and 10.0 TFP will be paid at 2.0x*
 138 *Spring 2022 Incentive program premium.*
 139

- 140 E. Returning from a Leave Mid-Month
 141



142 Flight Attendants on a leave of absence who return mid-month are eligible,
143 provided all provisions are met.
144

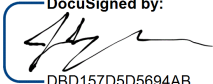
145 This agreement is without precedent. The circumstances described herein cannot be used
146 by either party in any other forum.
147

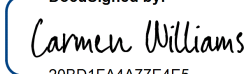
148 All other provisions of the collective-bargaining agreement remain in full force and effect.
149

150 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
151 18th day of March 2022.
152

153 FOR:
154 ASSOCIATION OF FLIGHT
155 ATTENDANTS-CWA, AFL-CIO
156

FOR:
ALASKA AIRLINES, INC.

157 DocuSigned by:
158 
159 DBD157D5D5694AB...

DocuSigned by:

20BD1FA4A77E4E5...

160 Jeffrey Peterson
161 Master Executive Council President

Carmen Williams
Managing Director, Labor Relations