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

WINTER HOLIDAY INCENTIVE 2021 BACKPAY

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

WHEREAS the Company and the Association (collectively "the parties") recognize that many Flight Attendants were extremely disappointed that they did not receive the Winter Holiday Incentive 2021 premium for flights that subsequently cancelled after they reported for duty; and

WHEREAS the parties desire to provide a monetary consideration for Flight Attendants who did their part to support the operational by reporting for duty for flights that were scheduled to operate during the Winter Holiday Incentive 2021 eligibility period from midnight (00:00) on 12/23/2021 to 23:59 on 1/02/2022, local time;

NOW THEREFORE, the parties agree to the following provisions for Winter Holiday Incentive 2021 backpay:

- A. Qualification requirements (all must be true):
 - 1. Currently employed Flight Attendant
 - 2. Flight Attendant reported for duty to one or more sequence(s) (not including reserve assignments) containing one or more flight(s), including surface deadhead, that were scheduled to operate (i.e., begin and/or end) between and including the Winter Holiday Incentive 2021 eligibility period of midnight (00:00) on 12/23/2021 to 23:59 on 1/02/2022, all local time.
 - 3. Flight(s) in 2. above subsequently cancelled after the Flight Attendant reported for duty resulting in the Flight Attendant only receiving pay protection for the flight(s) at 1.0x pay.
- B. Backpay
 - \$250 per eligible Flight Attendant (i.e., \$250 total for the entirety of the Winter Holiday Incentive 2021 eligibility period, neither per sequence nor per flight)
- C. Limited window of opportunity



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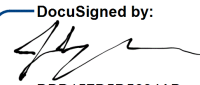
1. Eligible Flight Attendants must self-identify by submitting a Company form (that will be published via Bulletin Bundle) no later than 17:00 Pacific Time on April 10, 2022.
2. Flight Attendants with scheduled vacation days on their lines between and including March 19, 2022, through April 10, 2022, will have their window of opportunity extended by one calendar day for each calendar day of scheduled vacation during that period.
3. Flight Attendants on a leave of absence between and including March 19, 2022, through April 10, 2022, will have their window of opportunity extended through the first calendar day of their first sequence back from such leave and further extended by an additional twenty-three (23) calendar days (i.e., the number of calendar days between and including March 19, 2022, through April 10, 2022).

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

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


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

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

DocuSigned by:

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Jeffrey Peterson
Master Executive Council President

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

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Carmen Williams
Managing Director, Labor Relations