



June 1, 2022

Ben Minicucci
CEO
Alaska Airlines, Inc.
19300 International Blvd.
SeaTac, WA 98188

Re: California Meal and Rest Break Rule

Dear Ben,

Let's talk about Bernstein.

We know you are well briefed on this issue, but to summarize: California state law requires employers based in the state to provide breaks during a work shift that are sufficient for accessing a meal and breaks for physiological needs. Flight Attendants who were based in California sued Virgin America to enforce these state benefits and won first in federal district court and subsequently at the U.S. Court of Appeals for the 9th Circuit.

The Court of Appeals provided a list of potential remedies specific to the airline industry, recognizing we are dealing with unique conditions. On the heels of our collaborative work to achieve legislative solutions during the COVID-19 crisis and all of the unique issues at each airline, there is no doubt we can achieve a solution here as well.

AFA has long identified the issue of adequate rest and access to meals/proper nutrition for Flight Attendants. There is a long history in California of labor and management in various industries reaching agreements on meal and rest break provisions which match the realities of their work environment. Together, we can fashion an agreement that recognizes the unique issues with aviation but also ensures the goals of the California law are met.

AFA has been and remain ready to negotiate solutions, but we will not agree to undermine the rights of our members as it applies to benefits under state law. The reality is that crewmembers have physiological needs like every other human – especially when we are working in an environment that is extremely physical and harder on our bodies.

We can solve the concerns of the industry and protect crew at the same time. AFA remains ready to do that and we are calling on the industry to meet us at the table.

Sincerely,

A handwritten signature in black ink that reads "Sara Nelson".

Sara Nelson
AFA-CWA International President

cc: Jeffrey Peterson, AFA Alaska MEC President
Lisa Davis-Warren, AFA Horizon MEC President