



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

CARE RETREAT 2022 - 2023

This LETTER OF AGREEMENT is made 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").

WHEREAS, the Company desires to hold required training ("Care Retreat") sessions from approximately September 2022 to February 2023; and

WHEREAS, the Company and the Association (collectively "the parties") would like to clarify the procedures around scheduling Flight Attendants for the Care Retreat sessions;

NOW, THEREFORE, the parties agree to the following provisions:

A. GENERAL

Care Retreat sessions will each be single day training events that are scheduled from September 2022 through February 2023 (with the possibility of a longer duration due to scheduling) in Seattle, WA. Required training hours are anticipated as 0915 to 1530 (lunch provided during a forty-five (:45) minute lunch break), with an optional paid social session to follow from approximately 1530 to 1630 Pacific Time (PT). Flight Attendants domiciled outside of Seattle will be scheduled to travel in the evening before the training, stay overnight, and travel back out after the training has ended. Flight Attendants domiciled in Seattle will have parking provided at the hotel shuttle location.

B. BIDDING AND AWARDS

1. All Flight Attendants who have not already completed a Care Retreat session or do not have a Care Retreat session on their respective lines when training bidding opens may bid electronically for Care Retreat sessions on a month-by-month basis in the September 2022 through February 2023 bid months (with the possibility of a longer duration due to scheduling).
2. Bidding for Care Retreat sessions will open and close two bid months prior to the training month on a similar time schedule as bidding for Recurrent Training (e.g., July 2022 bidding for September 2022 training).
3. Care Retreat session awards will be posted no later than noon (1200) PT on the first day of the bid month prior to the training month (e.g., posted no later than noon PT

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August 1 for September training) using an equivalent notification process as for Recurrent Training.

4. Each Flight Attendant domicile will have dedicated slots for each Care Retreat session.
5. Flight Attendants may bid for Care Retreat session slots allocated for their respective domicile only. Care Retreat session slots for each domicile will be awarded per the Flight Attendant bids, in Occupational Seniority (i.e., system seniority) order within domicile. Unfilled slots for each domicile will be assigned in reverse system seniority order within domicile of those who have not previously completed a Care Retreat session.
6. If a Flight Attendant does not attend a Care Retreat session on their roster (for example, if they had to call in sick), the Flight Attendant will be responsible for rescheduling their Care Retreat session.

C. TRADING

1. Care Retreat sessions may be traded until three (3:00) hours prior to the commencement of the session. If a Flight Attendant is required by the Company to attend a Care Retreat session away from their respective domicile checks into their Company-provided hotel room and subsequently trades out of the associated Care Retreat, the Flight Attendant will bear the cost of lodging to attend a future Care Retreat session.
2. Once awarded Care Retreat sessions have been in-tracked into Crew Access and trading has opened for that period, a Flight Attendant may:
 - a. Trade their Care Retreat session with another Flight Attendant who also has a Care Retreat session on their schedule irrespective of domicile.
 - b. Trade their Care Retreat session for an open Care Retreat session in Open Time.
 - c. Pick up an open Care Retreat session out of Open Time (if they have not already completed a Care Retreat session or have a Care Retreat session on their roster). This would be manually processed via Crew Scheduling.
3. Trades involving out of domicile Care Retreat sessions will not count towards the limit of two (2) out of domicile trades, pick-ups, drops or giveaways pursuant to §12.H [Out of Domicile...].
4. At the Company's sole discretion, Care Retreat sessions may be removed out of Open Time within twenty-four (24:00) hours prior to the start time of the associated Care Retreat session.
5. Vacation days may be traded on top of previously awarded Care Retreat sessions subject to contractual vacation trading deadlines. If such transaction is completed, the Flight Attendant will be required to attend the Care Retreat session during the

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vacation period. The Flight Attendant will be paid for pay-eligible vacation days, completed training and related travel on any overlapping day(s).

D. RESERVE ASSIGNMENT

The Company, at its sole discretion, may assign reserve Flight Attendants to available Care Retreat sessions in Open Time if the applicable reserve Flight Attendant has not already attended a Care Retreat session or if the applicable reserve Flight Attendant does not have a Care Retreat session already awarded or scheduled on a different date. Reserves may not self-assign into Care Retreat sessions. Eligible reserve Flight Attendants will be assigned in Low Time First Assigned (LTFA) order.

E. TRAVEL

1. Flight Attendants required by the Company to attend a Care Retreat session away from their respective domicile will be provided with "Business, Positive Space Non-bumpable" (AS and QX) travel and will be paid the actual trip rate for deadheading to and from training (as measured from the domicile). LAX and SFO Flight Attendants may utilize this travel to/from any airport within the domicile's metropolitan area served by Alaska Airlines (e.g., LAX: LAX, BUR, ONT, SNA; SFO: SFO, OAK, SJC). Registered Air Commuters may utilize this travel directly to/from any airport within their respective registered commuter city (e.g., JFK: JFK and EWR).
2. Except for SEA, travel windows will be associated with each domicile's Care Retreat session for the purpose of determining applicable trading legalities, length of the duty day and remain overnight (RON) per diem.
 - a. These travel windows will be identified on a bid month by bid month basis and communicated prior to bidding for Care Retreat sessions each month. A single travel window will apply for each respective domicile for the entirety of that bid month.
 - b. The respective travel window for each domicile in the applicable bid month will reflect:
 - i. The departure time of the earliest flight departing from the domicile that arrives into SEA just prior to 1900 PT on the day prior to any Care Retreat session in that bid month, and
 - ii. The arrival time of the latest flight departing just after 1800 PT from SEA back to the domicile immediately following any Care Retreat session in that bid month.

Example: In October, the last flight from ANC to SEA that would arrive before 1900 PT the day prior to a scheduled Care Retreat session departs at 1400 AKT on 10/17 and 1225 AKT on 10/19. The ANC travel window for the entire October bid month would begin at 1225 AKT the day prior to each Care Retreat session.

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- c. If the duty day of the Care Retreat session plus travel back to domicile is scheduled to exceed fourteen (14:00) hours on any day in that bid month, then the travel window for that domicile will instead reflect the arrival time of the latest flight departing from SEA just after the completion of ten (10:00) hours of Remain Over Night (RON) rest (in a hotel provided at Company expense) beginning immediately following the Care Retreat session.

F. COMPENSATION

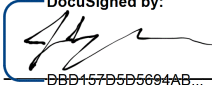
1. Compensation for Care Retreat sessions will be in accordance with JCBA Section 30.C.3 "Training other than Recurrent Training," with the value of the Care Retreat equaling no less than six (6.0) TFP.
2. Flight Attendants on duty for more than twelve hours and thirty minutes (12:30) will be compensated one (1) additional TFP pursuant to §30.A.3.b.
3. Flight Attendants will only be paid to attend the Care Retreat once and should not attempt to pick up another Care Retreat event after attending. If a Flight Attendant has added another Care Retreat event to their roster in error after attending, it will be dropped without pay when discovered.

All provisions of the AFA JCBA remain in full force.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 14th day of July 2022.

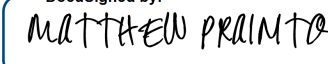
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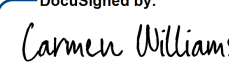
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

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Jeffrey Peterson
Master Executive Council President

FOR:

ALASKA AIRLINES, INC.

DocuSigned by:

9AC901B82BDC432...
Matt Prainito
Vice President, Inflight

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Carmen Williams
Managing Director, Labor Relations